

A grayscale image of two hands shaking, positioned on the left side of the page, partially overlapping the dark blue header and the white main content area.

Working conditions informations system

Regular annual survey of wage and working conditions

2012

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Ministry of Labour and Social Affairs

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Introduction

The Working Conditions Information System (ISPP) is a regular annual survey of wage and working conditions negotiated in collective agreements for the relevant year. Under the auspices of the Ministry of Labour and Social Affairs, this survey has been conducted regularly since 1993. Its purpose is to map and analyse the content of collective bargaining in the Czech Republic. The aim of the survey is to provide the state and other institutions an overview of trends of collective bargaining and to provide contractual partners adequate information for further negotiations on a corporate level or for negotiations in respect of a higher-level collective agreement.

ISPP is regulated by the Commission for Regulation and Coordination of Labour connected with the information system on the cost of labour, which is composed of representatives of the Ministry of Labour and Social Affairs, the Ministry of Finance of the Czech Republic, the Czech Statistics Office, the Bohemian and Moravian Confederation of Trade Union Organizations, the Union of Industry and Transport of the Czech Republic, the Czech National Bank, CERGE-EI and the Prague School of Economics.

The survey focuses on agreements of social partners in the fields of:

- remuneration for employees
- cooperation of contracting parties
- length of working hours and increase of holiday, changes in employment
- employment rate
- working conditions and benefits
- obstacles to work
- employees' professional development, fair treatment, industrial safety and health protection at work

The ISPP survey monitors enterprise collective agreements and higher level collective agreements. The most important criterion for classification of results is whether the investigated economic entity belongs to a business or non-business sector. The business sector includes economic entities, which remunerate with a wage pursuant to Sec. 109 (2) of Act No. 262/2006, the Labour Code; the non-business sector includes entities, which remunerate with a salary pursuant to Sec. 109 (3) of the Labour Code, as amended. Input data are acquired into the system electronically by means of the acquisition programme "EKS", which is used by individual trade unions, or by direct collection of collective agreements.

The results of the ISPP survey are available for free at the Internet sites of the Ministry of Labour and Social Affairs (www.mpsv.cz) in the section *Income and standard of living* or at the site www.kolektivnismlouvvy.cz.

The Ministry of Labour and Social Affairs thanks all respondents of the survey for having provided the enterprise collective agreement for the purposes of the survey. The dutiful approach of respondents and observance of terms for data submission enable regular issuance of this publication.

Description of published tables

In 2012 selected data about wage and working conditions were analyzed from 1,686 collective agreements from 25 different trade unions, of which:

- 1,300 collective agreements agreed in the entrepreneurial area
- 386 collective agreements agreed in public services and administration

Outputs are classified separately for:

- A. corporate area (Part A)
- B. public services and administration (Part B) including municipalities and regions from Tables Nos. B2a-b, B3a-b, B7a-b and B8a-b
- C. municipalities and regions (Part C)

always according to:

- a. trade unions
- b. higher territorial administration units – regions

The number of collective agreements, which were subject to analysis, is shown in the column marked "NCA". Not all collective agreements contained the data agreed followed by the system, which appears in differing numbers of the presented participants of analysis at particular outputs.

Data representing outputs of less than 3 collective agreements are not given in the system (this does not concern data expressing the proportion of collective agreements, in which the appropriate value has been agreed for the total number of agreements in the file).

A. TABLE SECTION FOR THE CORPORATE AREA

1. Minimum wage and wage scales (Tables Nos. A1a, A1b)

The output is:

- ✓ The number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the minimum wage was negotiated. The minimum wage is reported only in cases when it was determined to be above the limit specified by Statutory Decree No. 567/2006 Coll., i.e. in an amount exceeding 8000 CZK/month and 48.10 CZK/hour with a 40-hour working week.
- ✓ The number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated.

2. Monthly wage scales - 12-scale tariff system (Tables Nos. A2a, A2b)

The analysis included collective agreements, in which the 12-scale tariff system was negotiated. The output is the average monthly wage negotiated for individual tariff scales. Upon the condition that the tariff scales were agreed with a margin, the analysis included the lowest tariff scale. The different number of analysis participants on the lowest tariff scales results from them not being used within the tariff system and from negotiating contractual wages on the highest tariff scales.

3. Monthly wage scales - other tariff systems (Tables Nos. A3)

The output is negotiated as average monthly wage scales within individual scales in a system other than the 12-scale tariff system.

4. Hourly wage scales (40 hours/week) - 12-scale tariff system (Tables Nos. A4a, A4b)

The output is the average hourly wage within individual scales of the 12-scale tariff system in the fund of working hours of 40 hours per week.

5. Hourly wage scales (40 hours/week) - other tariff systems (Tables Nos. A5)

The output is negotiated as average hourly wage scales within individual scales in a system other than the 12-scale tariff system in the fund of working hours of 40 hours per week.

6. Hourly wage scales (37,5 hours/week) - 12-scale tariff system (Tables Nos. A6a, A6b)

The output is the average hourly wage within individual scales of the 12-scale tariff system, calculated in the fund of working hours of 37.5 hours per week.

7. Hourly wage scales (37,5 hours/week) - other tariff systems (Tables Nos. A7)

The output is negotiated as average hourly wage scales within individual scales in a system other than the 12-scale tariff system in the fund of working hours of 37.5 hours per week.

8. Wage supplementary charges according to LC (Tables Nos. A8a, A8b)

The output is average wage supplement charges followed by a system, which are expressed in either percentages of average earnings, in CZK/hour or the percentage of the basic minimum wage tariff or by a combination of specified values with certain supplement charges.

The system follows:

- ✓ overtime bonuses for work on working days
- ✓ overtime bonuses for work on Saturdays and Sundays
- ✓ overtime bonuses for work without a difference
- ✓ bonuses for work on public holidays
- ✓ bonuses for night work
- ✓ bonuses for work in difficult conditions
- ✓ bonuses for work on Saturdays and Sundays.

9. Other supplementary charges I (Tables Nos. A9a, A9b)

The output is average wage supplement charges followed by a system, which are expressed in either percentages of average earnings, in CZK/hour, or in CZK/shift.

The system follows:

- ✓ bonuses for afternoon work
- ✓ bonuses for working in shift operation
- ✓ bonuses for team management
- ✓ bonuses for working at heights.

10. Other supplementary charges II (Tables Nos. A10a, A10b)

The output is average wage supplement charges followed by a system, which are expressed in either percentages of average earnings, in CZK/hour, or in CZK/ month.

The system follows:

- ✓ bonuses for working in hazardous conditions (where respirat. or other protective equip. is necessary)
- ✓ bonuses for the knowledge of foreign languages
- ✓ bonuses for substitution
- ✓ bonuses for training other people
- ✓ other premiums (for split shifts, car maintenance etc.).

11. Other wage components - 13th and 14th pay (Tables Nos. A11a, A11b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- ✓ provision of the 13th and 14th pay (also described as holiday allowance, Christmas allowance, etc.)
- ✓ conditions describing the right to claim an additional pay
- ✓ conditions (criteria) describing the amount of additional pay
- ✓ rules governing the provision of incentives (awards, efficiency bonuses, team bonuses, discounts etc.).

12. Remunerations at work anniversaries and assistance in natural disasters (Tables Nos. A12a, A12b)

The output is:

- ✓ The average bonuses provided to employees for loyalty to the company, classified according to the length of employment with the same employer.
The varying number of analysis participants within individual five-year intervals was caused by awarding bonuses even after a longer duration of employment.
- ✓ The average bonuses provided to employees for assistance in natural disasters.

13. Remuneration at life anniversaries I (Tables Nos. A13a, A13b)

The output is the average bonuses provided to employees after reaching a life anniversary at the age of 50, classified according to the length of employment with the same employer.

14. Remuneration at life anniversaries II (Tables Nos. A14a, A14b)

The output is the average bonuses provided to employees at the first termination of employment following the granting of disability pension for third-class disability or old-age pension, classified according to the length of employment with the same employer.

15. Wage development (Tables Nos. A15a, A15b)

The output is:

- ✓ The number of organizations and their share in the overall number of collective agreements in the file, in which the wage development was negotiated in the collective agreement:
 - ✓ by maintaining the average wage
 - ✓ by an increase of wage tariffs in a fixed amount or in %
 - ✓ by an increase of the overall amount of wage funds, from this without management
 - ✓ by an increase of the average nominal wage in % or in an absolute amount, from this without management
 - ✓ by an increase of the average real wage in %, from this without management
 - ✓ by keeping the average real wage, from this without management

- ✓ by a combination of the given issues.
- ✓ The number of collective agreements and their share in the total number of collective agreements, in the collective agreements in which wage development was negotiated in relation to economic indicators.

16. Remuneration of employees I (Tables Nos. A16a, A16b)

The output is:

- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the inclusion of working activities was negotiated in functions, positions and tariff scales while using
 - ✓ unified catalogue
 - ✓ occupational catalogue
 - ✓ own catalogue
- ✓ average wage refunds for idle time during an interruption of work caused by unfavourable climatic influences to an employee who was not transferred to another position, expressed in % of average earnings
- ✓ average amount of stand-by bonus expressed in % of average earnings or in CZK/hour.

17. Remuneration of employees II (Tables Nos. A17a, A17b)

The output is:

- ✓ the number of organizations and average length of the compensatory period, for which the possibility of work time account application has been negotiated
- ✓ the number of organizations and the average amount of fixed wages pertaining to an employee in a compensation period while applying a working hours account
- ✓ the number of organizations and the average amount of overtime worked by the working hours account
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the use of wage by task or procedures for implementing labour consumption standards was negotiated.

18. Remuneration of employees III (Tables Nos. A18a, A18b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which remuneration of employees was negotiated

- ✓ collective agreement
- ✓ internal wage regulation
- ✓ individual contract
- ✓ combination of the given possibilities.

19. Conditions governing the activities of trade union organizations (Tables Nos. A19a, A19b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- ✓ the selection of membership contributions via deduction from the payroll based on an agreement between the employer and employee
- ✓ payment of medical and social insurance by the employer for long-term released officials

- ✓ stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage
- ✓ detailed conditions enabling trade unions to function properly
- ✓ activity of the committee for interpreting and fulfilling obligations from collective agreements (the parity committee, consensual group etc.).

20. Plurality of trade unions, providing information and discussing (Tables Nos. A20a, A20b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in which 1, 2, 3, 4, 5 and more trade unions operate, in the collective agreements of which the following was negotiated:

- ✓ the method for concluding a collective agreement in case 2 or more trade unions operate at the employer
- ✓ detailed conditions governing the provision of information to a trade union
- ✓ information provided to a trade union beyond the scope prescribed by the Labour Code
- ✓ detailed conditions governing the procedures for discussing materials with a trade union
- ✓ discussing information with a trade union beyond the scope prescribed by the Labour Code.

21. Compensation money (Tables Nos. A21a, A21b)

The output is:

- ✓ the number of organizations and average multiple of increased compensation money negotiated in collective agreements:
 - ✓ outside the scope of Section 67, Subsection 1 a) to c) of the Labour Code with specification of the minimum and maximum multiple
 - ✓ outside the scope of Section 67, Subsection 2 of the Labour Code with specification of the minimum and maximum multiple
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the minimum wage was negotiated under specific conditions for the provision of increased compensation.

22. Working hours and holidays (Tables Nos. A22a, A22b)

The output is:

- ✓ the number of organizations and the average length of working hours agreed in collective agreements generally for all employees
- ✓ the number of organizations and the average length of working hours agreed in collective agreements, in particular multishift operations
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which flexible organization of working hours was negotiated
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, which prolonged the basic legal holiday entitlement by additional days or weeks.

23. Overtime, organization of working hours (Tables Nos. A23a, A23b)

The output is:

- ✓ the number of organizations and average number of hours of reduced overtime work per annum

- ✓ the number of organizations and average length of compensatory period, for which the average overtime work may not exceed 8 hours per week
- ✓ the number of organizations and average length of compensatory period with unevenly distributed work hours.

24. Employment rate I (Tables Nos. A24a, A24b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the following was negotiated:

- ✓ limitations of the scope of agency employment
- ✓ specific conditions (programmes)
 - ✓ for employment of people over 50
 - ✓ for employment of people with disabilities
 - ✓ for return to work for employees after termination of parental leave.

25. Employment rate II (Tables Nos. A25a, A25b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- ✓ conditions of employment rate development, which are accompanied by
 - ✓ career plans
 - ✓ methodology of filling in vacancies
 - ✓ ensuring working conditions outside the company's premises
- ✓ conditions of specific forms and modes of work
 - ✓ home work
 - ✓ work with continuous work performance
 - ✓ shared jobs
 - ✓ work without a "fixed desk"
 - ✓ other forms of work and modes of work.

26. Working conditions and benefits I (Tables Nos. A26a, A26b)

The output is:

- ✓ the number of organizations and their share in the total number of collective agreements in the file, in the collective agreements of which contribution to corporate catering has been negotiated
- ✓ the average amount of the contribution to corporate catering is covered
 - ✓ from costs in CZK or in % of the amount per dish
 - ✓ from profit, social fund, FSCR in CZK or in % of the price of 1 meal
 - ✓ without distinguishing funds in CZK or in % of the price of 1 meal
 - ✓ without specification of the amount of allowance
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated provision of supported catering services
 - ✓ to ex-employees
 - ✓ to employees on holiday
 - ✓ to employees temporarily out of work.

27. Working conditions and benefits II (Tables Nos. A27a, A27b)

The output is:

- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which a temporary accommodation allowance was negotiated
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the allowance for transport to and from work in CZK per month or in % of the price of a fare was negotiated
- ✓ the number of organisations and their share in the overall number of collective agreements in the file, in the collective agreements in which the providing products and services for prices that are lower than the standard prices was negotiated
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pension insurance was negotiated
- ✓ the average amount of the contribution to pension insurance in CZK per month or % of the monthly basis of assessment
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the conditions for provision of the contribution to pension insurance were negotiated
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was negotiated
- ✓ the average amount of the contribution to life insurance in CZK per month
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the conditions for provision of the contribution to life insurance were negotiated.

28. Social fund (FSCR, stimulation fund) - creation (Tables Nos. A28a, A28b)

The output is:

- ✓ the number of organizations, in the collective agreements in which were negotiated
 - ✓ creation of a social fund
 - ✓ allotment specified in % of the planned volume of wage funds and other personnel costs and the average % of the allotment
 - ✓ allotment specified by the absolute amount per employee of the profit and the average allotment per employee
 - ✓ allotment of the volume of wages paid out and the average % of the allotment
 - ✓ allotment determined in a different manner
 - ✓ total additions to the Social Fund, including balance and average amount in thou. CZK
 - ✓ additions to other social programmes fulfilled through a social programme (undefined funding resources)
 - ✓ allotment specified in % of the planned volume of wage funds and other personnel costs and the average % of the allotment
 - ✓ allotment of the volume of wages paid out and the average % of the allotment
 - ✓ allotment determined in a different manner

- ✓ total additions to other social programmes and average amount in thou. CZK.

29. Social fund (FSCR, stimulation fund) - use (Tables Nos. A29a, A29b)

The output is:

- ✓ the use of the social fund (FSCR, stimulation fund, etc.) for individual monitored areas in %:
 - A - contribution to employees and their family members for recreation
 - B - contribution to employees for medical services (spas, rehabilitation, etc.)
 - C - returnable interest-free loans to employees for solving their housing issues
 - D - contribution to corporate catering
 - E - social assistance, social loans to employers in order to solve their social difficulties
 - F - remunerations in cases of work and life anniversaries in the company in the form of financial bonuses or possibly material gifts
 - G - contribution to transport to and from work
 - H - contributions to sporting and cultural events
 - I - contribution to trade union organization
 - J - other use
 - K - balance of the fund
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the right of co-decision of the trade union concerning use of the fund was negotiated
- ✓ the number of organizations and their share in the total number of collective agreements in the file, in the collective agreements of which the use of the social fund (FSCR, stimulation fund, etc.) via the personal accounts of employees was negotiated.

30. Obstacles to work (Tables Nos. A30a, A30b)

The output is:

- ✓ average amount of wage compensation for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- ✓ average amount of wage compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52,

Letters a) to e) of the Labour Code for the period corresponding to the notice period

- G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
- H - due to care for a sick family member within the calendar year
- I - in case of other impediments.

31. Personnel development, fair treatment, ISHPW, general agreements of European social partners (Tables Nos. A31a, A31b)

The output is the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements in which the following have been negotiated:

- ✓ conditions of employees' professional development consisting of improving employee qualifications (such as material welfare and other conditions for training, courses)
- ✓ specific programmes for employee training with the number of employees involved
- ✓ specific regulation of equal treatment and a ban on discrimination contained in Sec. 16 of the Labour Code
- ✓ concrete measures limited by time (technical and organizational) to ensure ISHPW
- ✓ written evaluation of ISHPW status of employer
- ✓ implementation of general agreements of European social partners dealing with "work-related stress" and "harassment and violence at the workplace".

32. Character of monthly wage scales (Tables Nos. A32)

The output is the extent of the negotiated monthly wage scales from the lowest value (column D1) to the highest value (column D9). Extreme values (lowest and highest) are not taken into account.

33. Character of hourly wage scales - 40 hours/week (Tables Nos. A33)

The output is the extent of the negotiated hourly wage scales from the lowest value (column D1) to the highest value (column D9). Extreme values (lowest and highest) are not taken into account.

34. Character of hourly wage scales - 37,5 hours/week (Tables Nos. A34)

The output is the extent of the negotiated hourly wage scales from the lowest value (column D1) to the highest value (column D9). Extreme values (lowest and highest) are not taken into account.

Definition of statistic values for Tables Nos. A32, A33 and A34:

- D1** first decile - wage scale in the place of the first decimal in ascending series of values
- Q1** first quartile - wage scale in the place of the first quarter in ascending series of values
- Median** - wage scale lying in half in ascending series of values
- Q3** third quartile - wage scale in the place of the third quarter in ascending series of values
- D9** ninth decile - wage scale in the place of the ninth decimal in ascending series of values.

35. Year-on-year comparison of monthly wage scales (Tables Nos. A35)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (06/05, 07/06, 08/07, 09/08, 10/09, 11/10, 12/11) of the negotiated monthly wage scales.

36. Year-on-year comparison of hourly wage scales - 40 hours/week (Tables Nos. A36)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (06/05, 07/06, 08/07, 09/08, 10/09, 11/10, 12/11) of the negotiated hourly wage scales in the fund of working hours of 40 hours/week.

37. Year-on-year comparison of hourly wage scales - 37,5 hours/week (Tables Nos. A37)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (06/05, 07/06, 08/07, 09/08, 10/09, 11/10, 12/11) of the negotiated hourly wage scales in the fund of working hours of 37,5 hours/week.

38. Year-on-year comparison of wage supplementary charges and bonuses (Tables Nos. A38)

The output is the year-on-year comparison (06/05, 07/06, 08/07, 09/08, 10/09, 11/10, 12/11) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION

1. Employee Wages (Tables Nos. B1a, B1b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- year-on-year growth of the average earnings in %
- year-on-year increase of total amount of payroll funds in %
- reduction of total amount of payroll funds
- reduction of a wage component
- method of determination or arrangement of employees' wages
 - ✓ wage tariff determination according to the tenure pursuant to Section 4 of the Government Decree No. 564/2006 Coll.
 - ✓ special method of wage tariff determination pursuant to Section 6 of the Government Decree No. 564/2006 Coll.
 - ✓ contractual wage
- 3.1 - more detailed conditions for the provision of a personal supplementary charge
- 3.2 - more detailed conditions for the provision of bonuses
- 3.3 - proportion between provided non-claimable parts of the wage (personal supplementary charges, bonuses)
- 3.4 - creation of a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.) by municipality or regional authorities
- 3.5 - rules governing the allotment of resources to the reward funds and rules of granting rewards
- 3.6 - detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results

- 3.7 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)
- 3.8 - scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)
- 3.9 - regular term of the wage payment
- 3.10 - wage payment outside the work site or outside working hours.

2. Remuneration at life anniversaries I (Tables Nos. A2a, A2b) - **without municipalities and regions**

The output is the average bonuses provided to employees after reaching a life anniversary at the age of 50, classified according to the length of employment with the same employer.

3. Remuneration at life anniversaries II (Tables Nos. A3a, A3b) - **without municipalities and regions**

The output is the average bonuses provided to employees at the first termination of employment following the granting of disability pension for third-class disability or old-age pension, classified according to the length of employment with the same employer.

4. Conditions governing the activities of trade union organizations (Tables Nos. B4a, B4b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which was negotiated:

- ✓ the selection of membership contributions via deduction from the payroll based on an agreement between the employer and employee
- ✓ payment of medical and social insurance by the employer for long-term released officials
- ✓ stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage
- ✓ detailed conditions enabling trade unions to function properly.

5. Plurality of trade unions, providing information and discussing (Tables Nos. B5a, B5b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in which 1, 2, 3, 4, 5 and more trade unions operate, in the collective agreements of which the following was negotiated:

- ✓ the method for concluding a collective agreement in case 2 or more trade unions operate at the employer
- ✓ detailed conditions governing the provision of information to a trade union
- ✓ information provided to a trade union beyond the scope prescribed by the Labour Code
- ✓ detailed conditions governing the procedures for discussing materials with a trade union
- ✓ discussing information with a trade union beyond the scope prescribed by the Labour Code.

6. Employment rate (Tables Nos. B6a, B6b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- ✓ specific conditions (programmes)
 - ✓ for employment of people over 50
 - ✓ for employment of people with disabilities
 - ✓ for return to work for employees after termination of parental leave
- ✓ the number of organizations and the average multiple of increased compensation money negotiated in a collective agreement outside the scope specified in Section 67, Subsection 1 a) to c) of the Labour Code with specification of the minimal and maximal multiple
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the minimum wage was negotiated under specific conditions for the provision of increased compensation.

7. Fund for social and cultural requirements (Tables Nos. B7a, B7b) - without municipalities and regions

The output is:

- ✓ the number of organizations in which the rules of drawing of the FSCR represent a part of or an annex to the collective agreement
- ✓ number of organizations in which the FSCR budget is a part of or an annex to the collective agreement
- ✓ total additions to FSCR and average amount in thou. CZK
- ✓ the use of FSCR for individual areas followed in %:
 - A - contribution to operation costs of cultural, recreational, physical education and sport facilities, facilities of corporate preventive care, rehabilitation facility
 - B - contribution for equipment to improve working environment
 - C - contribution for physical education and sport equipment
 - D - contributions to sporting and cultural events
 - E - contribution for the procurement of working clothes, footwear or uniforms
 - F - funds for procurement of tangible property used for employee cult. and soc. development
 - G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)
 - H - contribution to corporate catering
 - I - contribution to recreation (domestic, foreign, children's)
 - J - social assistance and social loans
 - K - contribution to contributory pension scheme
 - L - contribution to life insurance
 - M - contribution to trade union organization
 - N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
 - O - other uses
 - P - fund balance.

8. Care for employees (Tables Nos. B8a, B8b) - without municipalities and regions

The output is:

- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to corporate catering was negotiated
- ✓ the average amount of the contribution to the corporate catering covered
 - ✓ from the budget in CZK or % of the price of a meal

- ✓ z FSCR in CZK or % of the price of a meal
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pensioners for corporate catering is negotiated
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pension insurance was negotiated
- ✓ the average amount of the contribution to pension insurance in CZK per month covered from the FSCR
- ✓ the number of organizations in which the conditions for provision of the contribution to pension insurance were agreed
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was agreed
- ✓ the average amount of the contribution to life insurance in CZK per month covered from the FSCR
- ✓ the number of organizations in which the conditions for provision of the contribution to life insurance were agreed.

9. Obstacles to work (Tables Nos. B9a, B9b)

The output is:

- ✓ average amount of pay compensation for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- ✓ average amount of pay compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
 - H - due to care for a sick family member within the calendar year
 - I - in case of other impediments.
- ✓ the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements of which were increased or specified requirements on time off without compensation of wage for activities of guides in children's and youth camps.

10. Personnel development, fair treatment, ISHPW, general agreements of European social partners (Tables Nos. B10a, B10b)

The output is the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements in which the following have been negotiated:

- ✓ conditions of employees' professional development consisting of improving employee qualifications (such as material welfare and other conditions for training, courses)
- ✓ specific programmes for employee training with the number of employees involved
- ✓ specific regulation of equal treatment and a ban on discrimination contained in Sec. 16 of the Labour Code
- ✓ concrete measures limited by time (technical and organizational) to ensure ISHPW
- ✓ written evaluation of ISHPW status of employer
- ✓ implementation of general agreements of European social partners dealing with "work-related stress" and "harassment and violence at the workplace".

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

1. Social fund - creation (Tables Nos. C1a, C1b)

The output is:

- ✓ the number of municipalities, in the collective agreements of which the creation of a social fund was agreed, of this:
 - ✓ allotment specified in % of the planned volume of resources allotted of pay
 - ✓ allotment specified of an absolute amount per 1 employer
 - ✓ allotment specified in % of annual volume of pay related costs
 - ✓ allotment determined in a different manner
- ✓ total additions to the Social Fund and average amount in thou. CZK
- ✓ the number of municipalities where conditions for pooling of social fund resources were agreed
- ✓ the number of municipalities where rules for use of the pooled social fund were agreed.

2. Social fund - use (Tables Nos. C2a, C2b)

The output is the structure of planned use of the social fund giving the average % of use for the followed areas:

- A - contribution for equipment to improve working environment
- B - contribution for physical education and sport equipment
- C - contributions to sporting and cultural events
- D - contribution for the procurement of working clothes, footwear or uniforms
- E - clothing allowance
- F - contribution to transport to and from work
- G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)
- H - contribution to corporate catering
- I - contribution to recreation (domestic, foreign, children's)

- J - social assistance and social loans
- K - contribution to contributory pension scheme
- L - contribution to life insurance
- M - contribution to trade union organization
- N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
- O - other uses
- P - fund balance.

- ✓ the number of municipalities, in the collective agreements of which the right of co-decision of the trade union concerning use of the fund was agreed

3. Care for employees I (Tables Nos. C3a, C3b)

The output is:

- ✓ the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to corporate catering was agreed
- ✓ average amount of the contribution for the corporate catering paid from:
 - ✓ from the budget in CZK or in % of the amount per dish
 - ✓ from the social fund in CZK or in % of the price of 1 meal
 - ✓ without distinguishing resources in CZK or in % of the price of 1 meal
- ✓ the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the provision of supported catering services was agreed
 - ✓ to ex-employees
 - ✓ to employees on holiday
 - ✓ to employees temporarily out of work.

4. Care for employees II (Tables Nos. C4a, C4b)

The output is:

- ✓ the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pension insurance was agreed
- ✓ the average amount of the contribution to pension insurance in CZK per month or % of the monthly basis of assessment
- ✓ the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the conditions for provision of the contribution to pension insurance were agreed
- ✓ the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was agreed
- ✓ the average amount of the contribution to life insurance in CZK per month
- ✓ the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the conditions for provision of the contribution to life insurance were agreed.

Collective agreements in numbers – agreed for the corporate area in the Czech Republic for the year 2012
(based on the sample of 1,300 collective agreements)

1. Wage agreements

Minimum monthly and hourly salary

The minimum monthly and hourly salary are followed in the system on the condition that they have been agreed beyond the framework given by Statutory Decree 567/2006 Coll., i.e. in an amount above CZK 8,000.00/month and CZK 48.10/hour with a working hour fund of 40 hours/week.

The average minimum monthly salary has been agreed in the amount of... CZK **10,049.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **60.32**/hour

Wage scales

For monthly and hourly wage scales the lowest tariff scales agreed within the collective agreement are included in the analysis in the case of the tariff scale span.

Average monthly wage scales agreed in the 12-scale tariff system:

1 st tariff scale.....	CZK 8,836.00
2 nd tariff scale.....	CZK 9,465.00
3 rd tariff scale	CZK 10,197.00
4 th tariff scale	CZK 11,041.00
5 th tariff scale	CZK 12,111.00
6 th tariff scale	CZK 13,192.00
7 th tariff scale	CZK 14,531.00
8 th tariff scale	CZK 16,023.00
9 th tariff scale	CZK 17,903.00
10 th tariff scale.....	CZK 19,995.00
11 th tariff scale.....	CZK 22,551.00
12 th tariff scale.....	CZK 25,245.00

Average wage scales in the working hour fund of 40 and 37.5 hours/week agreed in the 12-scale tariff system:

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 51.94	CZK 54.05
2 nd tariff scale.....	CZK 54.73	CZK 57.80
3 rd tariff scale	CZK 59.25	CZK 62.31
4 th tariff scale	CZK 64.90	CZK 66.97
5 th tariff scale	CZK 70.81	CZK 73.05
6 th tariff scale	CZK 77.52	CZK 79.87
7 th tariff scale	CZK 86.51	CZK 87.77
8 th tariff scale	CZK 85.63	CZK 93.46
9 th tariff scale	CZK 88.43	CZK 98.77
10 th tariff scale.....	CZK 97.51	CZK 108.90
11 th tariff scale.....	CZK 103.11	CZK 120.12
12 th tariff scale.....	CZK 113.66	CZK 132.36

Wage development

Number of collective agreements regulating wage development ...**776** (i.e. 59.7% of the total amount of collective agreements in the file).

The wage increases is agreed in 55.2% collective agreements, of which:

- 20.8% collective agreements, offering a year-on-year increase of wage scales by **2.9%**
- 22.8% collective agreements offering a year-on-year increase of the average nominal wage by **2.8%**
- 1.9% collective agreements offering an increase of the average real wage by **2.0%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.0% AE
overtime bonus for work on Saturdays and Sundays	48.2% AE
overtime bonus for work undistinguished	26.7% AE
overtime bonus for work on public holidays	101.9% AE
bonus for night work	CZK 13.54 /hour
.....	11.6% AE
bonus for work in difficult conditions	CZK 7.46 /hour
.....	10.3% AE
.....	10.5% MM
bonus for work on Saturdays and Sundays	CZK 21.48 /hour
.....	22.2% AE
bonus for afternoon work	CZK 6.40 /hour
.....	12.9% AE
bonus for working in shift operation.....	CZK 97.95 /shift
.....	15.9% AE
bonus for team management	CZK 5.40 /hour
.....	9.3% AE
bonus for working at heights	CZK 6.04 /hour
bonus for working in hazardous conditions	CZK 24.74 /hour
bonus for the knowledge of foreign languages	CZK 540.00 /month
bonus for substitution	CZK 1,982.25 /month
.....	29.7% AE
bonus for training other people	CZK 703.79 /month
.....	11.0% AE
remuneration for standby duty.....	CZK 15.13 /hour
.....	17.3% AE

Explanatory note: AE average earnings
MM basic tariff of minimum wage

2. Claims of employees beyond the framework of valid legal regulations

Refund of wages in the case of personal obstacles at work

Average number of days of time off with refund of wages in the case of personal obstacles on the employee's part provided beyond the framework of a Schedule to Statutory Decree No. 590/2006, which stipulates the type and scope of other important personal impediments to work:

one's own wedding.....	1.2 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.0 days
escorting a disabled child to a health or social care provider...	6.2 days
moving house.....	1.2 days
looking for a new job	3.7 days
for mothers caring for a child (per year).....	3.9 days
care for a family member (per year).....	2.5 days

3. Benefits and working conditions to employees

Company catering

Average amount of the employer's contribution to company catering paid from:

costs.....	CZK 34.00	
.....		54.6% of the price of a meal
profit, social fund, FSCR.....	CZK 13.12	
.....		26.5% of the price of a meal
without distinguishing sources	CZK 35.10	
.....		56.1% of the price of a meal

Additional pension fund

Average amount of the employer's monthly contribution to the additional pension fund in compliance with Act No. 42/94 Coll.:

min. average value of the contribution	CZK 394.04 /month
max. average value of the contribution	CZK 634.36 /month

Life insurance

Average amount of the employer's monthly contribution to the life insurance:

min. average value of the contribution	CZK 427.92 /month
max. average value of the contribution	CZK 610.56 /month

2012**ISPP**

**Evaluation of collective agreements
Recapitulation of agreements
classification based on trade unions**

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1 686	1 300	386	133
Agriculture and Nutrition	62	56	6	
Banking and Insurance	20	19	1	
Catering, Hotels and Tourism	15	15		
Civilian Employees of the Army	3	3		
Commerce	17	17		
Culture and Nature Preservation	28		28	
Education	97		97	
ECHO	69	69		
Fire Fighters	12		12	
Food Industry and Allied Trade	66	64	2	
Glass, Ceramic, Jewellery & Porcelain	31	31		
Health Service and Social Care	91	26	65	
KOVO	517	507	10	
Mines, Geology and Oil Industry	30	27	3	
Postal, Telecom. and Newspaper Services	10	10		
Railway Trade Unions	29	26	3	
Science and Research	31	31		
State Bodies and Organisations	133		133	133
STAVBA	139	132	7	
Textile, Clothing and Leather Industry	30	30		
Transport	42	39	3	
Transport, Road Economy and Repair Vehicle	21	21		
UNIOS	113	100	13	
Universities Trade Union	10	10		
Wood.Industry, Forestry and Manag.of Wate	70	67	3	

**Evaluation of collective agreements
Recapitulation of agreements
classification based on regions**

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1 686	1 300	386	133
CZ010 Capital Prague	260	226	34	5
CZ020 Středočeský	142	79	63	30
CZ031 Jihočeský	115	83	32	10
CZ032 Plzeňský	98	76	22	13
CZ041 Karlovarský	46	33	13	7
CZ042 Ústecký	110	83	27	12
CZ051 Liberecký	70	55	15	4
CZ052 Královéhradecký	85	71	14	8
CZ053 Pardubický	89	64	25	6
CZ061 Vysočina	82	60	22	9
CZ062 Jihomoravský	165	122	43	16
CZ071 Olomoucký	119	99	20	8
CZ072 Zlínský	122	93	29	3
CZ080 Moravskoslezský	183	156	27	2



Table section A

Corporate area

**Evaluation of collective agreements
Minimum wage and wage scales
classification based on trade unions**

in CZK/month/pers., in CZK/hour/pers.

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
										NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	110	8,5	10 049	16	1,2	60,32	41	3,2	59,44	352	27,1	393	30,2	94	7,2	87	6,7	155	11,9	213	16,4
Agriculture and Nutrition							1	1,8		8	14,3	22	39,3	4	7,1	12	21,4	4	7,1	9	16,1
Banking and Insurance	6	31,6	13 500							2	10,5										
Catering, Hotels and Tourism												6	40,0								
Civilian Employees of the Army												2	66,7							1	33,3
Commerce												4	23,5			3	17,6				
ECHO	16	23,2	10 452	5	7,2	66,00	1	1,4		33	47,8	16	23,2	1	1,4			5	7,2	6	8,7
Food Industry and Allied Trade	2	3,1								13	20,3	24	37,5	7	10,9	6	9,4	6	9,4	13	20,3
Glass, Ceramic, Jewellery & Porcelain	1	3,2					1	3,2		13	41,9	7	22,6					10	32,3	5	16,1
Health Service and Social Care										9	34,6	9	34,6								
KOVO	52	10,3	9 977	7	1,4	59,71	34	6,7	59,72	130	25,6	173	34,1	12	2,4	32	6,3	79	15,6	119	23,5
Mines, Geology and Oil Industry	2	7,4					2	7,4		5	18,5	10	37,0			1	3,7	4	14,8	3	11,1
Postal, Telecom. and Newspaper Services	1	10,0		1	10,0					1	10,0										
Railway Trade Unions	14	53,8	9 308							4	15,4	13	50,0								
Science and Research																					
STAVBA	11	8,3	9 173	2	1,5					82	62,1	24	18,2	61	46,2	21	15,9	16	12,1	8	6,1
Textile, Clothing and Leather Industry										11	36,7	8	26,7	1	3,3			8	26,7	16	53,3
Transport	2	5,1								7	17,9	10	25,6	4	10,3	3	7,7	1	2,6	4	10,3
Transport, Road Economy and Repair Vehicles										5	23,8	6	28,6	1	4,8			3	14,3	9	42,9
UNIOS	1	1,0								7	7,0	43	43,0			4	4,0	2	2,0	7	7,0
Universities Trade Union										2	20,0			1	10,0						
Wood.Industry, Forestry and Manag.of Water	2	3,0		1	1,5		2	3,0		20	29,9	16	23,9	2	3,0	5	7,5	17	25,4	13	19,4

Explanatory notes: NCA
% CA
CZK
CZK/h
TS

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
average value of the monthly minimum wage
average value of the hourly minimum wage
tariff system

**Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system
classification based on trade unions**

in CZK/month/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	317	8 836	322	9 465	325	10 197	330	11 041	335	12 111	335	13 192	336	14 531	348	16 023	338	17 903	336	19 995	335	22 551	333	25 245
Agriculture and Nutrition	8	8 423	8	9 035	8	9 563	8	10 210	8	11 028	8	11 999	8	13 153	8	14 476	8	15 773	8	17 330	8	19 305	8	21 783
Banking and Insurance	2		2		2		2		2		2		2		2		2		2		2		2	
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	28	9 892	30	10 776	32	11 763	33	12 938	33	14 444	33	16 038	32	17 855	32	19 900	32	22 143	32	24 694	32	27 646	32	31 155
Food Industry and Allied Trade	13	8 138	13	8 611	13	9 165	13	9 783	13	10 691	13	11 564	13	12 600	13	13 758	10	14 324	10	15 876	10	18 531	10	22 482
Glass, Ceramic, Jewellery & Porcelain	13	9 158	13	9 666	13	10 148	13	10 719	13	11 415	13	12 304	13	13 297	13	14 361	13	15 565	13	16 912	13	18 671	13	20 560
Health Service and Social Care	9	8 480	9	8 977	9	9 738	9	10 578	9	11 411	9	12 459	9	13 744	9	14 941	9	17 779	9	20 311	9	23 407	9	26 398
KOVO	118	8 733	121	9 343	122	10 024	123	10 745	126	11 743	126	12 752	128	13 964	128	15 325	121	16 873	121	18 660	121	20 634	119	22 941
Mines, Geology and Oil Industry	3	10 267	3	10 833	3	11 783	3	12 900	5	12 850	5	14 060	5	15 690	5	17 470	5	19 690	5	22 170	5	24 830	5	27 700
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Railway Trade Unions	4	8 338	4	8 913	4	9 725	4	10 538	4	11 525	4	12 625	4	13 588	4	14 713	4	15 720	4	17 738	4	19 313	4	21 368
Science and Research																								
STAVBA	69	9 085	69	9 742	69	10 593	70	11 613	70	12 933	70	14 296	70	15 984	82	17 576	82	20 143	82	23 097	82	26 841	82	29 728
Textile, Clothing and Leather Industry	11	7 105	11	7 487	11	8 023	11	8 510	11	9 186	11	9 918	11	10 771	11	11 706	11	12 875	11	14 350	11	16 046	11	18 471
Transport	7	7 719	7	8 146	7	8 483	7	8 909	7	9 556	7	10 306	7	11 226	7	12 103	7	13 187	7	14 590	7	16 799	7	19 409
Transport, Road Economy and Repair Vehicles	3	9 710	3	10 186	3	10 857	5	12 123	5	13 375	5	14 845	5	16 344	5	17 594	5	19 343	5	21 403	5	23 971	5	26 312
UNIOS	7	10 390	7	11 476	7	12 586	7	14 097	7	16 101	6	16 484	6	18 297	6	20 022	6	22 599	6	25 854	5	29 590	5	34 540
Universities Trade Union	2		2		2		2		2		2		2		2		2		1		1		1	
Wood.Industry, Forestry and Manag.of Water	19	8 506	19	9 026	19	9 579	19	10 220	19	10 893	20	11 559	20	12 598	20	13 884	20	15 153	19	16 149	19	17 861	19	19 942

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/m average value of the monthly scale

**Evaluation of collective agreements
Monthly wage scales - other tariff systems**

in CZK/month/pers.

SCALE SYSTEM	TARIFF SCALE																																																				
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20														
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m													
2 scale																																																					
3 scale	8	8 988	8	11 613	8	15 675																																															
4 scale	14	10 307	14	12 077	14	14 216	14	16 977																																													
5 scale	5	8 902	5	10 526	5	13 262	5	16 920	5	23 748																																											
6 scale	26	9 118	26	10 570	26	12 163	26	14 632	26	16 854	26	19 735																																									
7 scale	21	9 727	21	10 811	21	12 018	21	13 240	21	14 960	21	16 697	20	19 107																																							
8 scale	61	8 536	63	9 547	64	10 649	66	11 788	66	13 180	66	14 748	64	16 365	62	18 296																																					
9 scale	28	9 929	27	10 988	28	12 180	30	13 481	30	14 261	31	15 628	31	17 434	30	18 748	32	21 642																																			
10 scale	44	8 561	45	9 331	45	10 127	47	10 988	49	12 223	50	13 452	50	15 188	49	17 353	49	19 974	49	23 632																																	
11 scale	23	8 929	23	9 506	23	10 341	35	13 129	36	14 486	37	15 864	37	17 699	37	20 117	37	22 760	37	26 296	37	30 580																															
13 scale	23	9 189	37	9 465	39	10 316	40	11 124	41	12 196	42	13 312	42	14 591	42	15 981	42	17 441	42	19 168	42	21 027	42	23 285	41	26 862																											
14 scale	11	10 504	17	11 573	18	12 359	19	13 217	18	13 403	18	14 449	18	15 555	18	16 868	17	17 361	17	19 040	17	21 130	17	23 443	17	26 272	12	30 896																									
15 scale	11	9 414	11	10 602	11	11 477	11	12 315	12	12 862	12	13 755	16	13 850	17	14 911	17	16 253	17	18 169	17	20 080	17	22 316	17	25 066	16	27 824	16	31 183																							
16 scale	18	9 123	18	9 766	18	10 569	20	10 991	20	11 975	20	12 940	20	14 039	20	15 230	20	16 635	20	18 020	19	19 300	19	21 080	18	23 079	18	25 024	17	26 652	17	29 247																					
17 scale	17	8 600	17	8 954	17	9 351	17	9 927	18	10 557	18	11 148	18	12 218	17	11 498	17	12 562	17	13 630	17	14 742	16	15 998	15	16 929	15	18 425	15	20 526	15	22 830	15	25 027																			
18 scale											1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1												
19 scale	9	9 846	9	9 892	9	9 939	9	9 984	9	10 032	9	10 084	9	10 136	9	10 196	9	10 387	9	10 850	9	10 960	9	11 257	9	11 606	9	12 132	9	12 790	9	13 407	9	14 020	9	14 730	9	15 690															
20 scale	3	8 880	3	9 143	3	9 743	3	10 520	3	11 277	3	12 200	3	13 140	3	14 120	3	15 140	3	16 367	3	17 617	3	19 067	3	20 633	3	22 213	3	24 003	3	25 943	2	2	2	2	2	2	2	2	2	2											

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
CZK/m average value of the monthly scale

**Evaluation of collective agreements
Hourly wage scales (40 hours/week) - 12-scale tariff system
classification based on trade unions**

in CZK/hour/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	93	51,94	93	54,73	93	59,25	93	64,90	93	70,81	93	77,52	92	86,51	26	85,63	17	88,43	17	97,51	16	103,11	16	113,66
Agriculture and Nutrition	4	51,63	4	55,63	4	58,23	4	62,53	4	67,58	4	73,53	4	80,45	1		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	1		1		1		1		1		1		1		1		1		1		1		1	
Food Industry and Allied Trade	7	47,57	7	48,86	7	51,23	7	54,66	7	59,19	7	64,86	7	71,53	7	77,90	6	86,53	6	96,57	5	92,50	5	100,76
Glass, Ceramic, Jewellery & Porcelain																								
Health Service and Social Care																								
KOVO	11	46,38	11	48,89	11	52,44	11	57,06	11	62,44	11	68,78	11	76,19	7	90,92	4	98,24	4	108,95	4	121,90	4	136,60
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	61	54,40	61	57,32	61	62,63	61	69,24	61	75,75	61	82,94	61	92,40	7	93,03	2		2		2		2	
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	4	43,53	4	45,43	4	47,85	4	49,83	4	52,95	4	57,30	3	68,03										
Transport, Road Economy and Repair Vehicles	1		1		1		1		1		1		1		1		1		1		1		1	
UNIOS																								
Universities Trade Union	1		1		1		1		1		1		1		1		1		1		1		1	
Wood.Industry, Forestry and Manag.of Water	2		2		2		2		2		2		2		2		2		2		2		2	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/h average value of the hourly scale

**Evaluation of collective agreements
Hourly wage scales (40 hours/week) - other tariff systems**

in CZK/hour/pers.

SCALE SYSTEM	TARIFF SCALE																																					
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
2 scale																																						
3 scale																																						
4 scale	5	59,20	5	65,14	5	74,74	4	87,53																														
5 scale	2		2		2		2		2																													
6 scale	10	56,79	10	64,21	10	76,75	10	89,45	8	105,88	8	115,63																										
7 scale	13	55,18	14	59,00	14	64,23	14	70,11	14	77,17	14	84,81	13	95,16																								
8 scale	27	49,58	27	54,84	27	60,05	26	65,34	26	72,71	26	80,51	26	89,42	25	98,19																						
9 scale	6	49,63	6	51,43	8	54,15	10	57,18	10	61,47	10	67,05	8	71,11	8	78,76	8	86,69																				
10 scale	7	53,47	7	58,26	8	62,30	8	68,50	7	78,47	6	89,63	5	94,10	3	103,00																						
11 scale	1		1		1		1		1		1		1		1		1																					
13 scale	3	51,60	3	53,80	3	58,33	4	58,85	4	64,15	4	68,00	3	72,00	3	77,27	1		1		1																	
14 scale																																						
15 scale	3	61,58	3	66,67	3	71,08	3	75,83	3	79,92	3	85,67	3	90,08	3	96,17	3	101,25	3	107,67	3	115,42	3	125,83	3	137,25	3	149,00	3	159,08								
16 scale	2		2		2		2		2		2		2		1		1		1		1		1		1		1		1		1		1		1		1	
17 scale																																						
18 scale																																						
19 scale	1		1		1		1		1		1		1		1		1		1																			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
CZK/h average value of the hourly scale

**Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - 12-scale tariff system
classification based on trade unions**

in CZK/hour/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	145	54,05	149	57,80	153	62,31	154	66,97	154	73,05	151	79,87	147	87,77	87	93,46	59	98,77	49	108,90	42	120,12	42	132,36
Agriculture and Nutrition	4	53,50	4	56,90	4	59,75	4	64,53	4	72,25	3	79,47	3	87,90	3	95,97	2		2		2		2	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	5	59,98	5	69,01	5	75,74	5	83,03	5	92,34	5	101,26	5	110,00	2		1							
Food Industry and Allied Trade	6	53,59	6	57,07	6	61,25	6	67,24	6	73,21	6	80,31	5	92,00	4	90,13	2		2		2		2	
Glass, Ceramic, Jewellery & Porcelain	10	54,46	10	56,33	10	58,65	10	61,81	10	66,13	10	71,49	10	77,39	10	84,06	9	92,31	9	100,76	9	111,20	9	123,10
Health Service and Social Care																								
KOVO	71	54,65	74	58,38	77	63,27	79	68,05	79	74,10	77	80,79	76	88,70	43	98,60	27	104,65	24	114,41	19	128,73	19	140,24
Mines, Geology and Oil Industry	4	60,45	4	62,43	4	68,48	4	75,20	4	83,60	4	92,75	4	101,28	1									
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	15	55,95	15	60,26	16	65,52	16	72,05	16	80,25	16	89,67	15	101,52	4	97,10	1		1					
Textile, Clothing and Leather Industry	8	39,75	8	43,06	8	45,74	8	48,39	8	51,68	8	56,01	8	61,24	3	61,93	1		1		1		1	
Transport	1		1		1		1		1		1		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	2		3	70,20	3	75,83	3	82,47	3	90,47	3	99,43	3	108,83	2		1		1					
UNIOS	2		2		2		1		1		1		1		1		1		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	17	51,61	17	54,04	17	56,66	17	59,54	17	63,51	17	68,82	16	73,49	13	79,52	13	86,54	7	99,51	7	109,89	7	122,97

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/h average value of the hourly scale

**Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - other tariff systems**

in CZK/hour/pers.

SCALE SYSTEM	TARIFF SCALE																																										
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20				
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h			
2 scale																																											
3 scale	3	53,40	2		2																																						
4 scale	8	62,75	8	74,58	7	88,15	7	101,28																																			
5 scale	7	64,48	7	70,75	7	76,23	6	88,89	6	102,05																																	
6 scale	13	55,28	13	61,70	13	65,98	12	72,33	12	80,56	11	89,00																															
7 scale	27	53,16	29	58,28	29	63,36	30	66,81	30	73,87	28	80,85	25	88,56																													
8 scale	29	53,07	30	57,56	32	63,63	32	70,01	32	77,50	31	85,16	29	95,61	27	107,66																											
9 scale	19	57,79	20	61,49	21	66,91	21	72,87	21	79,56	18	85,76	18	93,78	13	97,07	13	108,56																									
10 scale	16	50,02	18	55,09	19	59,13	19	63,26	20	68,56	19	75,31	18	81,26	8	92,52	5	83,52	5	92,84																							
11 scale	7	54,46	7	58,43	7	64,53	8	68,85	8	76,19	8	86,25	8	96,16	3	79,40	3	88,10	1		1																						
13 scale	7	55,83	7	59,42	8	64,98	8	68,55	8	70,90	8	76,92	7	85,81	6	94,90	5	102,51	4	112,56	4	119,25	4	126,53	3	106,68																	
14 scale	8	63,65	10	69,52	15	74,34	16	79,34	16	84,95	16	91,30	16	97,59	12	102,96	10	110,39	10	118,30	9	122,91	9	138,20	9	155,07	9	176,28															
15 scale	5	52,48	5	55,28	5	59,80	6	63,15	6	69,63	6	75,50	5	78,82	4	86,20	3	91,57	2		1		1		1		1																
16 scale	10	57,99	10	61,40	10	65,49	12	66,79	12	71,73	12	78,26	11	86,37	8	86,83	7	88,31	7	93,93	5	104,45	5	110,58	5	117,82	5	123,81	5	131,17	5	139,30											
17 scale	15	52,15	16	54,49	16	57,13	16	60,98	16	66,09	16	72,26	16	80,56	14	85,72	13	98,21	2		2		2		1		1		1		1		1										
18 scale																																											
19 scale	7	61,50	7	61,50	7	61,50	7	61,50	7	61,50	7	63,60	7	70,60	7	76,90	7	83,50																									
20 scale	2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2				

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
CZK/h average value of the hourly scale

**Evaluation of collective agreements
Wage supplementary charges according to LC
classification based on trade unions**

in CZK/hour, % of average earnings or % of basic tariff of minimum wage

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1097	84,4	26,0	48,2	26,7	1005	77,3	101,9	1074	82,6	13,54	11,6	818	62,9	7,46	10,3	10,5	1022	78,6	21,48	22,2
Agriculture and Nutrition	45	80,4	25,8	47,0	25,7	42	75,0	103,6	42	75,0	16,55	11,5	31	55,4	7,84	10,0	10,7	39	69,6	34,00	16,4
Banking and Insurance	9	47,4	29,4	50,0	35,0	10	52,6	103,0	8	42,1	27,50	10,7	1	5,3				9	47,4		40,0
Catering, Hotels and Tourism	15	100,0	25,0	50,0	32,5	15	100,0	100,0	15	100,0	8,50	10,0	2	13,3				15	100,0	25,00	10,0
Civilian Employees of the Army	3	100,0	27,5	50,0	25,0	2	66,7		3	100,0	7,00	10,0	3	100,0	6,50		10,0	3	100,0		20,0
Commerce	10	58,8	25,0	45,0	25,7	11	64,7	102,3	11	64,7	9,75	14,3	7	41,2	6,75	10,0	11,7	11	64,7	40,00	12,0
ECHO	63	91,3	26,6	49,5	28,3	64	92,8	104,8	63	91,3	15,90	10,7	49	71,0	8,02	10,0	10,0	61	88,4	18,57	18,9
Food Industry and Allied Trade	56	87,5	26,0	52,5	26,7	53	82,8	100,9	56	87,5	11,20	10,8	32	50,0	7,04	10,0	10,0	52	81,3	16,70	24,5
Glass, Ceramic, Jewellery & Porcelain	28	90,3	31,5	50,0	30,0	24	77,4	101,3	27	87,1	11,82	17,3	23	74,2	8,10		10,0	22	71,0		25,4
Health Service and Social Care	20	76,9	25,0	47,5	27,8	21	80,8	100,0	22	84,6	22,50	18,3	21	80,8	5,70	10,0	10,0	23	88,5	27,50	25,2
KOVO	448	88,4	26,0	49,7	25,8	415	81,9	102,0	441	87,0	14,39	11,7	334	65,9	6,90	9,9	10,1	410	80,9	26,28	25,7
Mines, Geology and Oil Industry	23	85,2	25,0	56,7	26,2	23	85,2	100,0	24	88,9	14,06	12,0	20	74,1	6,39		14,0	23	85,2	15,67	20,0
Postal, Telecom. and Newspaper Services	4	40,0	25,0	40,0	25,0	4	40,0	100,0	4	40,0	18,33	10,0	3	30,0	10,00		25,0	3	30,0	32,50	10,0
Railway Trade Unions	20	76,9	25,0	49,1	25,0	18	69,2	100,0	19	73,1	13,00	10,8	16	61,5	9,83	10,0	10,0	19	73,1	13,00	15,8
Science and Research	6	19,4			25,0	6	19,4	100,0	6	19,4		13,3	7	22,6		10,0	10,0	6	19,4		15,0
STAVBA	121	91,7	25,6	48,1	26,2	119	90,2	101,3	117	88,6	12,55	10,2	112	84,8	8,12	11,7	10,1	117	88,6	22,96	17,2
Textile, Clothing and Leather Industry	29	96,7	25,8	41,7	26,4	26	86,7	103,8	28	93,3	11,62	12,2	16	53,3	6,74		10,0	28	93,3	9,79	13,2
Transport	38	97,4	28,4	42,5	29,2	30	76,9	100,0	38	97,4	8,20	10,1	28	71,8	9,76	10,0	10,0	39	100,0		32,5
Transport, Road Economy and Repair Vehicles	21	100,0	25,8	47,5	26,4	19	90,5	100,0	21	100,0	9,80	10,0	17	81,0	6,68	10,0		21	100,0	45,00	30,2
UNIOS	73	73,0	25,9	47,2		39	39,0	104,9	64	64,0	13,56	11,9	37	37,0	7,01	10,0	10,0	60	60,0	14,33	15,7
Universities Trade Union	4	40,0	25,0	50,0	25,0	4	40,0	100,0	5	50,0		14,0	6	60,0	28,50		10,0	4	40,0		21,3
Wood.Industry, Forestry and Manag.of Water	61	91,0	25,8	44,2	25,0	60	89,6	100,3	60	89,6	10,02	12,9	53	79,1	7,50	11,4	14,7	57	85,1	16,95	15,0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 % MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

**Evaluation of collective agreements
Other supplementary charges I
classification based on trade unions**

in CZK/hour, CZK/shift, % of average earnings

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	7	12,9	616	6,40	6	25	15,9	49	97,95	81	3	9,3	156	5,40	35	1	199	6,04	1	
Agriculture and Nutrition	1		24	5,45	1			1		2	1		3	5,67	1				1	
Banking and Insurance			3	21,67				1							1					
Catering, Hotels and Tourism													1							
Civilian Employees of the Army			2										1							
Commerce			2																	
ECHO			41	7,28	1	3	26,1			21			5	2,60				25	9,60	
Food Industry and Allied Trade			42	5,39		2		4	141,00	3	1		5	2,40						
Glass, Ceramic, Jewellery & Porcelain			27	6,79				1					4	3,63	1			2		
Health Service and Social Care								1		9					2					
KOVO	6	13,3	332	6,68	3	10	14,3	29	100,43	30	1		74	5,81	7	1		114	5,21	
Mines, Geology and Oil Industry			9	4,06		1				3			3	5,17	4			11	5,09	
Postal, Telecom. and Newspaper Services																			1	
Railway Trade Unions			6	6,83				4	75,00	4			4	10,75	3			5	8,40	
Science and Research															1					
STAVBA			45	4,99	1					4			29	4,82	8			23	5,76	
Textile, Clothing and Leather Industry			28	6,46				1		1			4	3,05	1			1		
Transport			4	5,18									1							
Transport, Road Economy and Repair Vehicles			7	2,83									11	4,97				1		
UNIOS			22	6,33		8	15,0	7	90,86	2			8	6,46	6			10	8,12	
Universities Trade Union										2										
Wood.Industry, Forestry and Manag.of Water			22,0	6,22		1							3	3,67				5	5,90	

Explanatory notes: NCA
% AE
CZK/h
CZK/shift

number of collective agreements, in which the appropriate indicator has been agreed
average value of the supplementary charge specified as a percentage of the average earnings
average value of the supplementary charge in CZK per hour
average value of the supplementary charge in CZK per shift

**Evaluation of collective agreements
Other supplementary charges II
classification based on trade unions**

in CZK/hour, CZK/month, % of average earnings

Trade union	Supplementary charge																					Other supplementary charge
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people						
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA		
Total	3	10,0	171	24,74	9	1	15	540	2	51	29,7	20	1 982	89	27	11,0	28	704	57	511		
Agriculture and Nutrition							1			2				3						16		
Banking and Insurance					2		1			1		1		2						11		
Catering, Hotels and Tourism							1			2							1			2		
Civilian Employees of the Army			1																	3		
Commerce										1				2			2			6		
ECHO			13	57,28						1		10	2 000	13	1		2		4	38		
Food Industry and Allied Trade										3	26,7			1						19		
Glass, Ceramic, Jewellery & Porcelain			6	9,08						1									1	17		
Health Service and Social Care					2					2		2		2						17		
KOVO	2		91	13,85	3		8	588	2	10	44,0	1		21	7	14,0	18	723	33	218		
Mines, Geology and Oil Industry			5	50,60						2				7					7	19		
Postal, Telecom. and Newspaper Services														1						3		
Railway Trade Unions	1		9	32,56			2			1		1		1	5	8,6	1		3	13		
Science and Research														1						2		
STAVBA			30	40,25										5	2		1		1	26		
Textile, Clothing and Leather Industry										1		1		4	3	13,3	2		2	16		
Transport															1					1		
Transport, Road Economy and Repair Vehicles			3	18,00	2	1						1		1					5	18		
UNIOS			3	8,00			2					23	25,7	3	3 315	20	8	10,0	1	49		
Universities Trade Union															2					3		
Wood.Industry, Forestry and Manag.of Water			10	32,80						1				3						14		

Explanatory notes: NCA

% AE

CZK/h

CZK/month

number of collective agreements, in which the appropriate indicator has been agreed

average value of the supplementary charge specified as a percentage of the average earnings

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month

**Evaluation of collective agreements
Other wage components - 13th and 14th pay
classification based on trade unions**

in % of collective agreements

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	550	42,3	180	13,8	327	25,2	205	15,8	90	6,9	97	7,5	123	9,5	116	8,9	687	52,8
Agriculture and Nutrition	17	30,4	5	8,9	12	21,4	4	7,1			2	3,6	4	7,1	5	8,9	33	58,9
Banking and Insurance	11	57,9	1	5,3	4	21,1	4	21,1	8	42,1					6	31,6	3	15,8
Catering, Hotels and Tourism	9	60,0	2	13,3	5	33,3	1	6,7	1	6,7	2	13,3	2	13,3	2	13,3	10	66,7
Civilian Employees of the Army																	2	66,7
Commerce	4	23,5	2	11,8	3	17,6	2	11,8	1	5,9			1	5,9	1	5,9	8	47,1
ECHO	40	58,0	15	21,7	26	37,7	22	31,9	14	20,3	5	7,2	17	24,6	11	15,9	48	69,6
Food Industry and Allied Trade	48	75,0	15	23,4	25	39,1	10	15,6	4	6,3	17	26,6	7	10,9	6	9,4	48	75,0
Glass, Ceramic, Jewellery & Porcelain	9	29,0	4	12,9	1	3,2	5	16,1	2	6,5			3	9,7	2	6,5	4	12,9
Health Service and Social Care	7	26,9			5	19,2			2	7,7					2	7,7	15	57,7
KOVO	218	43,0	85	16,8	131	25,8	73	14,4	23	4,5	25	4,9	43	8,5	52	10,3	287	56,6
Mines, Geology and Oil Industry	18	66,7	7	25,9	10	37,0	8	29,6	5	18,5	3	11,1	4	14,8	6	22,2	21	77,8
Postal, Telecom. and Newspaper Services	2	20,0			2	20,0	1	10,0									3	30,0
Railway Trade Unions	9	34,6			6	23,1	3	11,5	3	11,5	3	11,5	3	11,5			17	65,4
Science and Research																	4	12,9
STAVBA	51	38,6	7	5,3	42	31,8	21	15,9	21	15,9	11	8,3	16	12,1	8	6,1	31	23,5
Textile, Clothing and Leather Industry	14	46,7	4	13,3	9	30,0	12	40,0	1	3,3			5	16,7	7	23,3	7	23,3
Transport	4	10,3	2	5,1	3	7,7					1	2,6	1	2,6			24	61,5
Transport, Road Economy and Repair Vehicles	11	52,4	1	4,8	4	19,0	3	14,3			2	9,5	2	9,5	1	4,8	17	81,0
UNIOS	48	48,0	16	16,0	23	23,0	28	28,0	1	1,0	20	20,0	10	10,0	3	3,0	68	68,0
Universities Trade Union	1	10,0	1	10,0			1	10,0	1	10,0					1	10,0	2	20,0
Wood.Industry, Forestry and Manag.of Water	29	43,3	13	19,4	16	23,9	7	10,4	3	4,5	6	9,0	5	7,5	3	4,5	35	52,2

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 * Incentive components - bonuses, performance rewards, team rewards etc.

**Evaluation of collective agreements
Remunerations at work anniversaries and assistance in natural disasters
classification based on trade unions**

in CZK

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	667	51,3	52	2 318	211	2 724	438	4 162	500	5 249	624	6 279	664	7 288	667	8 616	667	9 721	667	10 925	5	0,4	7 000
Agriculture and Nutrition	19	33,9			9	2 000	14	3 857	15	4 693	19	5 184	19	6 274	19	7 368	19	8 379	19	9 342			
Banking and Insurance	9	47,4	1		1		9	7 778	9	9 556	9	11 222	9	12 556	9	13 333	9	14 333	9	14 889	2	10,5	
Catering, Hotels and Tourism	9	60,0	4	3 625	4	5 875	9	6 500	9	7 333	9	9 167	9	11 389	9	12 056	9	12 611	9	12 611			
Civilian Employees of the Army																							
Commerce	11	64,7			8	2 500	9	5 500	9	6 667	11	6 500	11	7 227	11	7 773	11	7 864	11	7 909			
ECHO	27	39,1	1		7	3 071	15	4 147	18	5 167	23	6 443	27	7 270	27	8 454	27	9 961	27	11 593			
Food Industry and Allied Trade	43	67,2	2		16	2 444	33	3 352	38	4 572	42	5 769	43	7 035	43	8 435	43	9 393	43	10 663			
Glass, Ceramic, Jewellery & Porcelain	15	48,4	1		1		9	5 333	11	7 245	13	9 062	14	11 450	15	12 627	15	15 913	15	19 520			
Health Service and Social Care	11	42,3			2		5	4 000	6	5 333	11	5 364	11	6 500	11	8 182	11	9 682	11	10 318			
KOVO	288	56,8	23	2 939	104	3 088	195	4 351	225	5 451	269	6 464	288	7 558	288	8 872	288	10 119	288	11 561	1	0,2	
Mines, Geology and Oil Industry	18	66,7	6	1 133	11	2 764	13	4 677	13	6 277	17	6 835	18	8 128	18	9 328	18	10 444	18	11 617			
Postal, Telecom. and Newspaper Services																							
Railway Trade Unions	11	42,3	2		3	1 900	8	3 575	8	4 750	10	5 750	10	6 700	11	7 755	11	9 027	11	9 845			
Science and Research																					2	6,5	
STAVBA	79	59,8	2		8	1 988	48	3 750	56	5 138	76	6 753	79	7 634	79	9 391	79	10 097	79	10 916			
Textile, Clothing and Leather Industry	15	50,0			2		8	3 081	8	3 531	13	4 392	15	4 420	15	5 420	15	5 847	15	7 060			
Transport	20	51,3	3	1 000	4	1 625	5	2 140	8	3 450	18	3 294	20	4 040	20	4 720	20	5 370	20	5 920			
Transport, Road Economy and Repair Vehicles	13	61,9			4	2 125	7	2 500	11	3 318	13	4 173	13	5 115	13	6 000	13	6 462	13	7 000			
UNIOS	48	48,0	4	2 500	13	2 654	31	4 584	34	5 191	41	6 861	47	7 036	48	8 779	48	9 790	48	10 790			
Universities Trade Union	1	10,0									1		1		1		1		1				
Wood.Industry, Forestry and Manag.of Water	30	44,8	3	1 067	14	807	20	1 873	22	2 768	29	4 028	30	5 115	30	6 450	30	7 493	30	8 327			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Evaluation of collective agreements
Remunerations at life anniversaries I - reaching the age of 50
classification based on trade unions**

in CZK

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	788	60,6	353	3 541	730	3 956	774	5 003	786	5 917	788	6 837	788	7 354
Agriculture and Nutrition	30	53,6	16	2 894	28	3 346	30	3 803	30	4 340	30	4 743	30	4 983
Banking and Insurance	7	36,8	5	9 600	6	9 667	7	9 357	7	9 357	7	9 357	7	9 357
Catering, Hotels and Tourism	15	100,0	15	4 167	15	5 367	15	5 667	15	5 967	15	6 167	15	6 167
Civilian Employees of the Army	1	33,3			1		1		1		1		1	
Commerce	8	47,1	4	1 625	8	1 688	8	2 000	8	2 188	8	2 500	8	2 688
ECHO	43	62,3	17	2 418	42	6 968	42	12 367	42	17 496	43	22 312	43	23 773
Food Industry and Allied Trade	46	71,9	14	2 946	40	2 955	46	4 101	46	4 678	46	5 637	46	6 298
Glass, Ceramic, Jewellery & Porcelain	20	64,5	9	3 856	19	5 353	20	5 550	20	5 915	20	6 255	20	7 010
Health Service and Social Care	16	61,5	7	2 750	13	3 996	15	4 600	16	5 278	16	5 794	16	6 059
KOVO	291	57,4	103	3 598	256	3 793	283	4 729	290	5 559	291	6 290	291	6 898
Mines, Geology and Oil Industry	21	77,8	5	4 400	20	3 315	21	4 157	21	5 290	21	6 624	21	7 743
Postal, Telecom. and Newspaper Services	3	30,0	1		3	4 833	3	6 667	3	7 667	3	8 333	3	10 000
Railway Trade Unions	19	73,1	10	4 210	19	6 147	19	7 642	19	8 616	19	9 274	19	9 747
Science and Research	13	41,9	8	6 188	13	5 131	13	5 938	13	6 077	13	6 692	13	6 692
STAVBA	82	62,1	33	3 545	78	3 399	81	4 199	82	4 828	82	5 488	82	5 833
Textile, Clothing and Leather Industry	19	63,3	7	4 229	19	3 092	19	3 797	19	4 145	19	4 568	19	4 842
Transport	28	71,8	17	2 312	27	2 678	27	3 059	28	3 457	28	3 707	28	3 979
Transport, Road Economy and Repair Vehicles	14	66,7	4	1 750	13	3 477	13	3 631	14	4 100	14	4 314	14	4 936
UNIOS	76	76,0	57	3 758	76	3 887	76	4 493	76	5 130	76	5 695	76	5 735
Universities Trade Union	5	50,0	5	4 300	5	4 600	5	6 600	5	6 600	5	6 600	5	6 600
Wood.Industry, Forestry and Manag.of Water	31	46,3	16	2 281	29	2 771	30	3 863	31	4 844	31	6 463	31	7 010

Explanatory notes: NCA
% CA
CZK

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
average value of remuneration in CZK

Evaluation of collective agreements
Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension classification based on trade unions

in CZK

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	860	66,2	343	5 166	766	5 549	833	6 935	850	8 426	858	9 792	860	10 775	860	11 665	860	12 255	860	12 742
Agriculture and Nutrition	33	58,9	18	3 278	30	3 965	33	4 558	33	5 114	33	5 509	33	5 765	33	5 985	33	6 144	33	6 303
Banking and Insurance	9	47,4	4	4 750	8	11 938	9	12 111	9	13 056	9	13 722	9	14 278	9	14 833	9	15 389	9	15 944
Catering, Hotels and Tourism	15	100,0	15	4 067	15	5 333	15	5 700	15	6 000	15	6 200	15	6 200	15	6 200	15	6 200	15	6 200
Civilian Employees of the Army	1	33,3			1		1		1		1		1		1		1		1	
Commerce	11	64,7	4	2 500	11	2 818	11	3 500	11	4 091	11	4 773	11	5 318	11	5 773	11	6 227	11	6 682
ECHO	50	72,5	26	4 812	46	7 038	50	10 267	50	13 152	50	17 531	50	21 098	50	24 907	50	26 254	50	27 223
Food Industry and Allied Trade	46	71,9	14	4 218	39	4 103	46	5 271	46	6 370	46	7 670	46	8 917	46	9 565	46	10 098	46	10 641
Glass, Ceramic, Jewellery & Porcelain	22	71,0	8	2 338	18	5 811	21	7 195	21	8 862	22	10 823	22	12 782	22	14 145	22	15 282	22	16 645
Health Service and Social Care	19	73,1	9	3 583	14	4 725	17	5 588	17	6 338	19	6 826	19	7 103	19	7 537	19	7 603	19	7 774
KOVO	338	66,7	105	6 394	290	5 701	321	7 101	333	8 894	338	10 181	338	11 183	338	12 179	338	12 952	338	13 610
Mines, Geology and Oil Industry	21	77,8	4	11 500	20	7 190	21	8 943	21	11 543	21	13 429	21	14 952	21	16 643	21	17 595	21	17 833
Postal, Telecom. and Newspaper Services	3	30,0	2		3	31 833	3	33 667	3	34 667	3	35 333	3	37 000	3	37 000	3	37 000	3	37 000
Railway Trade Unions	21	80,8	8	9 113	18	11 439	18	14 244	20	16 820	20	18 345	21	19 376	21	19 852	21	20 519	21	20 757
Science and Research	13	41,9	8	6 813	13	5 538	13	6 269	13	6 500	13	7 038	13	7 038	13	7 038	13	7 038	13	7 038
STAVBA	94	71,2	28	8 096	89	5 920	93	7 781	94	8 883	94	10 778	94	11 306	94	11 876	94	12 420	94	12 772
Textile, Clothing and Leather Industry	22	73,3	8	3 225	19	2 992	22	3 561	22	4 127	22	4 623	22	4 998	22	5 168	22	5 270	22	5 327
Transport	29	74,4	16	3 425	26	3 771	29	4 707	29	5 371	29	5 931	29	6 319	29	6 595	29	6 871	29	7 147
Transport, Road Economy and Repair Vehicles	14	66,7	2		12	5 125	13	7 692	14	12 571	14	13 750	14	16 179	14	17 071	14	17 714	14	18 357
UNIOS	62	62,0	44	3 723	60	3 938	62	4 469	62	4 834	62	5 108	62	5 197	62	5 261	62	5 302	62	5 302
Universities Trade Union	5	50,0	4	5 625	5	4 920	5	6 860	5	7 040	5	7 220	5	7 400	5	7 600	5	7 600	5	7 600
Wood, Industry, Forestry and Manag. of Water	32	47,8	16	2 031	29	3 231	30	4 400	31	5 498	31	7 371	32	8 194	32	8 888	32	8 991	32	9 327

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Evaluation of collective agreements
Wage development
classification based on trade unions**

% of collective agreements, average %, aver. value in CZK

Trade union	Wage development contracted																												Wage development is bound to economic indicators							
	NCA	% CA	of this																																	
			by maintaining the aver. wage		by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage		by combination of given issues													
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	without manag.	NCA	% CA		NCA	% CA					
Total	776	59,7	58	4,5	270	20,8	33	455	237	2,9	88	6,8	7	0,5	297	22,8	287	2,8	10	458	7	2,2	25	1,9	25	2,0	5	1,2	164	12,6	8	0,6	104	8,0	174	13,4
Agriculture and Nutrition	15	26,8			3	5,4			3	1,7					9	16,1	9	2,9										3	5,4					9	16,1	
Banking and Insurance	14	73,7	1	5,3							9	47,4			7	36,8	7	2,3										5	26,3			7	36,8	6	31,6	
Catering, Hotels and Tourism	14	93,3	2	13,3							5	33,3			7	46,7	7	2,3																5	33,3	
Civilian Employees of the Army	2	66,7			1	33,3	1								1	33,3				1														1	33,3	
Commerce	6	35,3													4	23,5	4	2,1										2	11,8							
ECHO	58	84,1	4	5,8	20	29,0	4	448	16	2,6	5	7,2			22	31,9	22	2,7			1		2	2,9	2			10	14,5			5	7,2	19	27,5	
Food Industry and Allied Trade	32	50,0			12	18,8	2		10	3,7	10	15,6	2	3,1	13	20,3	13	3,0					1	1,6	1			3	4,7			7	10,9	7	10,9	
Glass, Ceramic, Jewellery & Porcelain	13	41,9			8	25,8			8	2,3	1	3,2			4	12,9	4	2,6																	3	9,7
Health Service and Social Care	4	15,4	1	3,8							1	3,8			2	7,7	2																		2	7,7
KOVO	347	68,4	17	3,4	138	27,2	19	471	119	2,9	32	6,3	5	1,0	128	25,2	119	2,8	9	469	2		6	1,2	6	2,7		79	15,6	5	1,0	46	9,1	90	17,8	
Mines, Geology and Oil Industry	21	77,8	1	3,7	3	11,1	1		2		4	14,8			5	18,5	5	2,7					6	22,2	6	1,1	5	1,2	4	14,8	1	3,7	2	7,4	1	3,7
Postal, Telecom. and Newspaper Services	1	10,0													1	10,0	1																		1	10,0
Railway Trade Unions	20	76,9	3	11,5	6	23,1			6	2,9					7	26,9	7	3,5					1	3,8	1			5	19,2	1	3,8	2	7,7	5	19,2	
Science and Research	5	16,1	2	6,5																								3	9,7					2	6,5	
STAVBA	66	50,0	26	19,7	22	16,7	3	350	19	2,3	2	1,5			16	12,1	16	3,2										2	1,5	1	0,8	1	0,8	3	2,3	
Textile, Clothing and Leather Industry	19	63,3			3	10,0	1		2		3	10,0			5	16,7	5	3,8					1	3,3	1			8	26,7			1	3,3	4	13,3	
Transport	22	56,4			17	43,6			17	5,9	1	2,6			1	2,6	1						1	2,6	1			4	10,3			2	5,1	1	2,6	
Transport, Road Economy and Repair Vehicles	17	81,0	1	4,8	11	52,4			11	2,5	1	4,8			2	9,5	2											7	33,3			5	23,8	3	14,3	
UNIOS	67	67,0			23	23,0	1		22	1,7	5	5,0			38	38,0	38	2,3					5	5,0	5	2,0		23	23,0			15	15,0	3	3,0	
Universities Trade Union	1	10,0																										1	10,0							
Wood, Industry, Forestry and Manag. of Water	32	47,8			3	4,5	1		2		9	13,4			25	37,3	25	2,9					3	2,3	2	3,0	2		5	7,5			11	16,4	9	13,4

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage
 aver.CZK average value in CZK

**Evaluation of collective agreements
Remuneration of employees I
classification based on trade unions**

in CZK/hour, % of collective agreements, % of average earnings

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences			NCA	% CA	% AE	CZK/h
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE				
Total	798	61,4	167	12,8	48	3,7	659	50,7	280	21,5	96,9	261	20,1	86,0	352	27,1	17,3	15,13
Agriculture and Nutrition	22	39,3	4	7,1	1	1,8	20	35,7	12	21,4	99,2	8	14,3	87,5	8	14,3	15,7	20,00
Banking and Insurance	12	63,2	6	31,6	2	10,5	9	47,4				4	21,1	96,3				
Catering, Hotels and Tourism	8	53,3					8	53,3	9	60,0	100,0	10	66,7	96,0	7	46,7	16,4	
Civilian Employees of the Army												1	33,3					
Commerce	7	41,2	1	5,9			6	35,3	6	35,3	100,0	6	35,3	88,3	4	23,5	27,5	
ECHO	53	76,8	1	1,4	1	1,4	51	73,9	34	49,3	91,2	40	58,0	76,3	23	33,3	14,8	12,36
Food Industry and Allied Trade	26	40,6	1	1,6			25	39,1	8	12,5	100,0	12	18,8	87,5	7	10,9	16,0	11,00
Glass, Ceramic, Jewellery & Porcelain	23	74,2	3	9,7	1	3,2	20	64,5	2	6,5		4	12,9	80,0	3	9,7	19,3	
Health Service and Social Care	21	80,8					21	80,8	1	3,8		1	3,8		13	50,0	16,4	25,00
KOVO	313	61,7	62	12,2	19	3,7	251	49,5	101	19,9	95,9	79	15,6	86,7	109	21,5	19,7	15,12
Mines, Geology and Oil Industry	17	63,0	3	11,1			14	51,9	16	59,3	100,0	17	63,0	97,6	15	55,6	15,0	14,69
Postal, Telecom. and Newspaper Services	4	40,0					4	40,0				2	20,0					
Railway Trade Unions	12	46,2	2	7,7	2	7,7	8	30,8	6	23,1	93,3	5	19,2	88,0	5	19,2	16,3	16,00
Science and Research	7	22,6					7	22,6	3	9,7	100,0	3	9,7	100,0	1	3,2		
STAVBA	97	73,5	57	43,2	13	9,8	59	44,7	42	31,8	100,0	6	4,5	81,7	94	71,2	15,9	22,24
Textile, Clothing and Leather Industry	22	73,3	8	26,7	3	10,0	18	60,0	1	3,3		2	6,7		2	6,7		
Transport	36	92,3	1	2,6			35	89,7	19	48,7	99,5	15	38,5	94,0	23	59,0	20,4	22,09
Transport, Road Economy and Repair Vehicles	20	95,2					20	95,2	7	33,3	98,6	2	9,5		6	28,6	15,0	11,67
UNIOS	55	55,0	3	3,0	1	1,0	52	52,0	10	10,0	95,0	33	33,0	82,0	14	14,0	16,7	13,50
Universities Trade Union	4	40,0					4	40,0							3	30,0	16,7	
Wood, Industry, Forestry and Manag. of Water	39	58,2	15	22,4	5	7,5	27	40,3	3	4,5	100,0	11	16,4	79,1	15	22,4	16,3	12,27

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the refund (of remuneration) specified as a percentage of the average earnings
 CZK/h average value of remuneration in CZK per hour

**Evaluation of collective agreements
Remuneration of employees II - working hours account, wage by the task
classification based on trade unions**

% of collective agreements, % of average earnings

Trade union	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4,LC			Use of wage by the task			
	agreed in CA		compensatory period	1,LC				agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		agreed in CA		% of average earnings	other form		NCA		% CA	hours	NCA	% CA	NCA
			NCA	% CA	NCA		% CA	NCA		% CA					
Total	109	8,4	46,3	15	1,2	96,1	3	0,2	6	0,5	98,3	219	16,8	105	8,1
Agriculture and Nutrition	9	16,1	49,1	2	3,6							20	35,7	7	12,5
Banking and Insurance				1	5,3		1	5,3							
Catering, Hotels and Tourism															
Civilian Employees of the Army	2	66,7										1	33,3	1	33,3
Commerce	2	11,8		1	5,9										
ECHO	12	17,4	50,9	2	2,9							15	21,7	2	2,9
Food Industry and Allied Trade	3	4,7	34,7	1	1,6							10	15,6	2	3,1
Glass, Ceramic, Jewellery & Porcelain	1	3,2										8	25,8	5	16,1
Health Service and Social Care															
KOVO	33	6,5	40,5	7	1,4	100,0	2	0,4	2	0,4		108	21,3	61	12,0
Mines, Geology and Oil Industry	7	25,9	48,3	1	3,7							3	11,1	2	7,4
Postal, Telecom. and Newspaper Services	1	10,0										1	10,0	1	10,0
Railway Trade Unions	8	30,8	52,0						1	3,8		6	23,1	3	11,5
Science and Research															
STAVBA	13	9,8	52,0						1	0,8		17	12,9	13	9,8
Textile, Clothing and Leather Industry	1	3,3										6	20,0	2	6,7
Transport												4	10,3	2	5,1
Transport, Road Economy and Repair Vehicles	3	14,3	35,3						1	4,8		5	23,8	2	9,5
UNIOS	11	11,0	52,0									2	2,0		
Universities Trade Union	2	20,0							1	10,0		1	10,0	1	10,0
Wood,Industry, Forestry and Manag.of Water	1	1,5										12	17,9	1	1,5

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of permanent wage specified as a percentage of the average earnings

**Evaluation of collective agreements
Remuneration of employees III
classification based on trade unions**

% of collective agreements

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1253	96,4	1138	87,5	630	48,5	661	50,8	888	68,3
Agriculture and Nutrition	56	100,0	48	85,7	32	57,1	15	26,8	33	58,9
Banking and Insurance	18	94,7	17	89,5	18	94,7	5	26,3	17	89,5
Catering, Hotels and Tourism	15	100,0	15	100,0	1	6,7	10	66,7	10	66,7
Civilian Employees of the Army	2	66,7	2	66,7	2	66,7			2	66,7
Commerce	17	100,0	14	82,4	13	76,5	9	52,9	12	70,6
ECHO	68	98,6	62	89,9	38	55,1	47	68,1	56	81,2
Food Industry and Allied Trade	59	92,2	53	82,8	10	15,6	14	21,9	18	28,1
Glass, Ceramic, Jewellery & Porcelain	31	100,0	30	96,8	30	96,8	30	96,8	30	96,8
Health Service and Social Care	26	100,0	23	88,5	16	61,5	14	53,8	19	73,1
KOVO	481	94,9	461	90,9	247	48,7	292	57,6	394	77,7
Mines, Geology and Oil Industry	27	100,0	24	88,9	14	51,9	13	48,1	19	70,4
Postal, Telecom. and Newspaper Services	10	100,0	3	30,0	9	90,0	2	20,0	2	20,0
Railway Trade Unions	24	92,3	17	65,4	10	38,5	8	30,8	10	38,5
Science and Research	29	93,5	6	19,4	29	93,5	2	6,5	7	22,6
STAVBA	130	98,5	123	93,2	51	38,6	45	34,1	67	50,8
Textile, Clothing and Leather Industry	29	96,7	29	96,7	7	23,3	22	73,3	26	86,7
Transport	39	100,0	39	100,0	1	2,6			1	2,6
Transport, Road Economy and Repair Vehicles	21	100,0	20	95,2	4	19,0	17	81,0	18	85,7
UNIOS	99	99,0	96	96,0	54	54,0	71	71,0	90	90,0
Universities Trade Union	10	100,0	3	30,0	10	100,0	4	40,0	6	60,0
Wood.Industry, Forestry and Manag.of Water	62	92,5	53	79,1	34	50,7	41	61,2	51	76,1

Explanatory notes: NCA
% CA
*

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods

Evaluation of collective agreements
Conditions governing the activities of trade union organizations
classification based on trade unions

% of collective agreements

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1165	89,6	251	19,3	656	50,5	1142	87,8	996	425	667	501	229	438	33,7
Agriculture and Nutrition	46	82,1	6	10,7	9	16,1	43	76,8	39	12	24	4	9	11	19,6
Banking and Insurance	15	78,9	1	5,3	12	63,2	19	100,0	19	7	17	14	5	1	5,3
Catering, Hotels and Tourism	14	93,3					14	93,3	13	12	8	11			
Civilian Employees of the Army	3	100,0	1	33,3	2	66,7	3	100,0	3		3	1	1	1	33,3
Commerce	16	94,1	1	5,9	7	41,2	16	94,1	14	8	8	9	10	9	52,9
ECHO	65	94,2	20	29,0	37	53,6	65	94,2	58	37	48	20	29	20	29,0
Food Industry and Allied Trade	54	84,4	2	3,1	53	82,8	56	87,5	49	13	9	34	11	6	9,4
Glass, Ceramic, Jewellery & Porcelain	27	87,1	2	6,5	18	58,1	16	51,6	13	1	7	1		15	48,4
Health Service and Social Care	22	84,6	2	7,7	12	46,2	26	100,0	24	4	18	3	10		
KOVO	466	91,9	158	31,2	281	55,4	450	88,8	372	201	289	242	60	287	56,6
Mines, Geology and Oil Industry	19	70,4	12	44,4	10	37,0	23	85,2	23	5	22	12	8	11	40,7
Postal, Telecom. and Newspaper Services	9	90,0	2	20,0	2	20,0	10	100,0	4	8	10	2	3		
Railway Trade Unions	23	88,5	10	38,5	18	69,2	24	92,3	23	13	18	13	11		
Science and Research	27	87,1			3	9,7	24	77,4	22	3	21	2	8	6	19,4
STAVBA	121	91,7	7	5,3	36	27,3	118	89,4	107	37	43	68	14	12	9,1
Textile, Clothing and Leather Industry	28	93,3	5	16,7	6	20,0	23	76,7	20	7	11	6		5	16,7
Transport	31	79,5	10	25,6			33	84,6	33	15	20	32		7	17,9
Transport, Road Economy and Repair Vehicles	15	71,4	7	33,3	9	42,9	20	95,2	20	5	7	11	3	12	57,1
UNIOS	92	92,0	5	5,0	85	85,0	88	88,0	75	19	36	15	8	13	13,0
Universities Trade Union	10	100,0			7	70,0	9	90,0	9	1	9		1	3	30,0
Wood.Industry, Forestry and Manag.of Water	62	92,5			49	73,1	62	92,5	56	17	39	1	38	19	28,4

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
% CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
A use of the employer's premises (or compensation of maintenance and operation costs) **D** costs of necessary materials (professional literature)
B employer's allowances for the activities of trade unions **E** other conditions
C room equipment (PC, copier, internet connection, phone, fax etc)

**Evaluation of collective agreements
Plurality of trade unions, providing information and discussing
classification based on trade unions**

% of collective agreements

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1000	76,9	120	9,2	69	5,3	35	2,7	76	5,8	288	96,0	12	4,0	989	76,1	334	25,7	847	65,2	264	20,3
Agriculture and Nutrition	45	80,4	8	14,3	1	1,8			2	3,6	11	100,0			15	26,8	3	5,4	7	12,5	10	17,9
Banking and Insurance	12	63,2	2	10,5					5	26,3	6	85,7	1	14,3	17	89,5	7	36,8	18	94,7	3	15,8
Catering, Hotels and Tourism	10	66,7							5	33,3	5	100,0			14	93,3			13	86,7		
Civilian Employees of the Army	1	33,3			1	33,3			1	33,3	2				3	100,0	1	33,3	2	66,7	2	66,7
Commerce	8	47,1			2	11,8	1	5,9	6	35,3	9	100,0			12	70,6	2	11,8	10	58,8	4	23,5
ECHO	39	56,5	12	17,4	2	2,9	4	5,8	12	17,4	30	100,0			55	79,7	38	55,1	44	63,8	46	66,7
Food Industry and Allied Trade	48	75,0	7	10,9	4	6,3	3	4,7	2	3,1	16	100,0			45	70,3	25	39,1	35	54,7	2	3,1
Glass, Ceramic, Jewellery & Porcelain	20	64,5	6	19,4	2	6,5	3	9,7			9	81,8	2	18,2	25	80,6	14	45,2	5	16,1	6	19,4
Health Service and Social Care	6	23,1	11	42,3	5	19,2	3	11,5	1	3,8	20	100,0			23	88,5	11	42,3	10	38,5	4	15,4
KOVO	450	88,8	31	6,1	12	2,4	11	2,2	3	0,6	52	91,2	5	8,8	415	81,9	171	33,7	389	76,7	128	25,2
Mines, Geology and Oil Industry	20	74,1	3	11,1	2	7,4			2	7,4	6	85,7	1	14,3	18	66,7	12	44,4	17	63,0	15	55,6
Postal, Telecom. and Newspaper Services	9	90,0							1	10,0	1				5	50,0	3	30,0	9	90,0	1	10,0
Railway Trade Unions	13	50,0	4	15,4	5	19,2	1	3,8	3	11,5	13	100,0			22	84,6	5	19,2	15	57,7	3	11,5
Science and Research	31	100,0													16	51,6	5	16,1	7	22,6	10	32,3
STAVBA	89	67,4	7	5,3	15	11,4	2	1,5	19	14,4	43	100,0			85	64,4	19	14,4	73	55,3	6	4,5
Textile, Clothing and Leather Industry	29	96,7	1	3,3							1				6	20,0	1	3,3	2	6,7	1	3,3
Transport	30	76,9	1	2,6	3	7,7	1	2,6	4	10,3	9	100,0			31	79,5			31	79,5		
Transport, Road Economy and Repair Vehicles	14	66,7	2	9,5	1	4,8	2	9,5	2	9,5	6	85,7	1	14,3	14	66,7	1	4,8	14	66,7	10	47,6
UNIOS	75	75,0	19	19,0	5	5,0			1	1,0	25	100,0			99	99,0	3	3,0	97	97,0	3	3,0
Universities Trade Union	6	60,0	1	10,0	1	10,0			2	20,0	2		2	50,0	8	80,0	1	10,0	7	70,0	2	20,0
Wood.Industry, Forestry and Manag.of Water	45	67,2	5	7,5	8	11,9	4	6,0	5	7,5	22	100,0			61	91,0	12	17,9	42	62,7	8	11,9

Explanatory notes: NCA
TU
% CA
% CA*

number of collective agreements, in which the appropriate indicator has been agreed
Trade union
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

**Evaluation of collective agreements
Compensation money
classification based on trade unions**

% of collective agreements, min. multiple, max. multiple

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																															
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money															
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE	
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	416	32,0	1,6	2,6	422	32,5	1,1	2,2	686	52,8	1,4	4,2	112	8,6	1,2	2,6	652	50,2	425	32,7	451	34,7	70	5,4	83	6,4						
Agriculture and Nutrition	3	5,4	1,0	1,7	3	5,4	1,0	1,7	12	21,4	1,1	2,5	1	1,8	8	14,3	7	12,5	2	3,6												
Banking and Insurance	1	5,3	2	10,5	15	78,9	1,9	4,9	1	5,3	15	78,9	11	57,9	11	57,9	1	5,3	2	10,5												
Catering, Hotels and Tourism	8	53,3	1,0	2,0	8	53,3	1,0	2,0	11	73,3	1,0	2,1	11	73,3	1	6,7	11	73,3														
Civilian Employees of the Army	1	33,3	1	33,3	3	100,0	1,0	3,0	1	33,3	3	100,0	3	100,0	2	66,7	1	33,3														
Commerce	2	11,8	2	11,8	8	47,1	1,2	1,7	7	41,2	6	35,3	1	5,9																		
ECHO	57	82,6	1,1	2,4	58	84,1	1,1	2,3	65	94,2	1,4	8,7	10	14,5	1,3	2,4	63	91,3	55	79,7	54	78,3	19	27,5	14	20,3						
Food Industry and Allied Trade	8	12,5	1,3	2,1	9	14,1	1,2	2,2	25	39,1	1,4	3,6	25	39,1	19	29,7	12	18,8	3	4,7	3	4,7										
Glass, Ceramic, Jewellery & Porcelain	9	29,0	1,0	2,0	9	29,0	1,0	1,4	23	74,2	1,1	3,3	1	3,2	23	74,2	22	71,0	10	32,3	1	3,2	4	12,9								
Health Service and Social Care	3	11,5	1,3	1,7	3	11,5	1,0	1,3	3	11,5	1,3	2,0	1	3,8	3	11,5	2	7,7	2	7,7												
KOVO	149	29,4	1,7	2,2	150	29,6	1,2	1,7	236	46,5	1,5	3,4	28	5,5	1,5	3,4	234	46,2	152	30,0	150	29,6	25	4,9	28	5,5						
Mines, Geology and Oil Industry	20	74,1	1,5	3,2	20	74,1	1,5	3,0	23	85,2	1,4	5,0	3	11,1	1,3	3,3	21	77,8	11	40,7	17	63,0	1	3,7	2	7,4						
Postal, Telecom. and Newspaper Services	9	90,0	1,2	2,2	9	90,0	1,2	2,3	9	90,0	1,2	4,0	9	90,0	4	40,0	9	90,0	2	20,0	1	10,0										
Railway Trade Unions	8	30,8	1,3	2,6	9	34,6	1,1	2,1	15	57,7	1,1	3,3	2	7,7	17	65,4	11	42,3	12	46,2	6	23,1	6	23,1								
Science and Research	5	16,1	1,6	2,2	5	16,1	1,6	2,2	6	19,4	1,7	2,3	4	12,9	2	6,5	3	9,7														
STAVBA	111	84,1	1,8	3,5	111	84,1	1,1	2,7	113	85,6	1,1	3,4	56	42,4	1,0	2,0	112	84,8	39	29,5	106	80,3	1	0,8	11	8,3						
Textile, Clothing and Leather Industry	3	10,0	1,7	3,0	3	10,0	3	10,0	1	3,3																						
Transport	17	43,6	1,7	5	12,8	5	12,8																									
Transport, Road Economy and Repair Vehicles	6	28,6	1,5	4,2	6	28,6	1,0	3,8	10	47,6	1,1	4,0	5	23,8	1,2	4,8	11	52,4	5	23,8	8	38,1										
UNIOS	6	6,0	1,7	2,2	7	7,0	1,6	2,0	58	58,0	1,8	6,6	3	3,0	2,3	3,0	51	51,0	46	46,0	27	27,0	7	7,0	8	8,0						
Universities Trade Union	3	30,0	1,0	1,7	3	30,0	1,0	1,7	6	60,0	1,0	2,0	5	50,0	2	20,0	3	30,0														
Wood.Industry, Forestry and Manag.of Water	7	10,4	1,3	2,2	7	10,4	1,1	1,8	25	37,3	1,3	3,8	22	32,8	19	28,4	12	17,9	4	6,0	1	1,5										

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 min. average minimum multiple of the increased compensation money
 max. average maximum multiple of the increased compensation money
 AE average earning

**Evaluation of collective agreements
Working hours and holidays
classification based on trade unions**

in hours per week, in days

Trade union	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes						agreed in CA			by days		by 1 week	by 2 weeks	by 3 and more weeks		
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week										
Total	1222	94,0	836	64,3	38,0	386	29,7	39,6	38,29	37,4	37,2	333	25,6	1116	85,8	7,0	3,5	77,8	1,2	0,1	
Agriculture and Nutrition	52	92,9	33	58,9	38,4	19	33,9	39,8	38,16	37,4	37,4	13	23,2	48	85,7	8,9	3,0	76,8			
Banking and Insurance	18	94,7	12	63,2	39,8	6	31,6	39,7	38,09	37,5	37,2	12	63,2	17	89,5			89,5			
Catering, Hotels and Tourism	15	100,0	1	6,7		14	93,3	40,0	38,75	37,5	37,5	1	6,7	7	46,7			46,7			
Civilian Employees of the Army	3	100,0	2	66,7		1	33,3					1	33,3	3	100,0	66,7	5,0	33,3			
Commerce	14	82,4	6	35,3	39,2	8	47,1	40,0	38,75	37,5	37,5	3	17,6	11	64,7	29,4	2,8	35,3			
ECHO	68	98,6	52	75,4	37,6	16	23,2	38,6	37,75	37,3	37,1	27	39,1	68	98,6	2,9	3,0	94,2	1,4		
Food Industry and Allied Trade	64	100,0	39	60,9	38,1	25	39,1	39,8	38,42	37,4	37,3	10	15,6	55	85,9	6,3	4,0	78,1	1,6		
Glass, Ceramic, Jewellery & Porcelain	29	93,5	24	77,4	37,5	5	16,1	40,0	38,74	37,5	37,5	6	19,4	27	87,1			87,1			
Health Service and Social Care	19	73,1	2	7,7		17	65,4	40,0	38,75	37,5	37,5	1	3,8	23	88,5			88,5			
KOVO	481	94,9	356	70,2	37,8	125	24,7	39,6	38,21	37,3	37,2	138	27,2	432	85,2	9,9	3,2	75,5	0,2	0,2	
Mines, Geology and Oil Industry	25	92,6	23	85,2	37,5	2	7,4					13	48,1	26	96,3			77,8	18,5		
Postal, Telecom. and Newspaper Services	10	100,0	6	60,0	37,9	4	40,0	38,8	37,25	36,2	36,5	8	80,0	10	100,0			100,0			
Railway Trade Unions	25	96,2	12	46,2	38,5	13	50,0	38,7	38,44	37,3	36,7	14	53,8	20	76,9	7,7	6,5	57,7	11,5		
Science and Research	15	48,4	15	48,4	40,0							15	48,4	27	87,1			87,1			
STAVBA	127	96,2	57	43,2	38,6	70	53,0	40,0	38,44	37,5	37,5	21	15,9	110	83,3	3,0	3,8	80,3			
Textile, Clothing and Leather Industry	30	100,0	27	90,0	37,5	3	10,0	39,2	38,13	37,5	37,1	4	13,3	24	80,0	16,7	5,0	63,3			
Transport	37	94,9	31	79,5	38,7	6	15,4	39,6	38,19	37,5	36,8	7	17,9	29	74,4	5,1	2,5	69,2			
Transport, Road Economy and Repair Vehicles	21	100,0	12	57,1	37,5	9	42,9	37,6	37,36	37,4	38,0	8	38,1	21	100,0			100,0			
UNIOS	96	96,0	67	67,0	38,5	29	29,0	39,6	38,26	37,5	36,6	6	6,0	93	93,0	8,0	3,6	84,0	1,0		
Universities Trade Union	8	80,0	1	10,0		7	70,0	40,0	38,75	37,5	37,5	7	70,0	10	100,0			70,0	30,0		
Wood.Industry, Forestry and Manag.of Water	65	97,0	58	86,6	37,9	7	10,4	38,2	37,71	37,5	36,9	18	26,9	55	82,1	3,0	6,5	79,1			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 hours/week average length of working hours
 days average number of days added to a holiday (unless indicated in weeks)

**Evaluation of collective agreements
Overtime, organization of working hours
classification based on trade unions**

in hours per year, in weeks

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	7	0,5	80	893	68,7	50,2	531	40,8	47,7
Agriculture and Nutrition				38	67,9	52,0	15	26,8	49,4
Banking and Insurance				6	31,6	39,2	5	26,3	52,0
Catering, Hotels and Tourism				14	93,3	29,7	14	93,3	38,1
Civilian Employees of the Army				3	100,0	43,3	2	66,7	
Commerce				14	82,4	48,3	11	64,7	37,9
ECHO				56	81,2	51,1	49	71,0	50,9
Food Industry and Allied Trade	1	1,6		54	84,4	49,6	22	34,4	46,1
Glass, Ceramic, Jewellery & Porcelain	1	3,2		26	83,9	50,0	22	71,0	50,4
Health Service and Social Care	1	3,8		23	88,5	50,9	16	61,5	43,3
KOVO				326	64,3	51,0	134	26,4	48,0
Mines, Geology and Oil Industry				23	85,2	49,7	24	88,9	46,6
Postal, Telecom. and Newspaper Services				9	90,0	52,0	4	40,0	52,0
Railway Trade Unions				19	73,1	50,6	18	69,2	43,1
Science and Research	1	3,2		5	16,1	46,8	2	6,5	
STAVBA	2	1,5		117	88,6	49,5	96	72,7	50,9
Textile, Clothing and Leather Industry				17	56,7	47,9	6	20,0	52,0
Transport				26	66,7	52,0	17	43,6	48,9
Transport, Road Economy and Repair Vehicles				16	76,2	52,0	13	61,9	27,9
UNIOS	1	1,0		60	60,0	51,5	25	25,0	47,4
Universities Trade Union				7	70,0	52,0	7	70,0	46,4
Wood.Industry, Forestry and Manag.of Water				34	50,7	51,2	29	43,3	50,2

Explanatory notes: NCA

% CA

hours/year

weeks

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**Evaluation of collective agreements
Employment rate I
classification based on trade unions**

% of collective agreements

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	28	2,2	28	2,2	48	3,7	91	7,0
Agriculture and Nutrition					1	1,8	2	3,6
Banking and Insurance							4	21,1
Catering, Hotels and Tourism							8	53,3
Civilian Employees of the Army			1	33,3				
Commerce			1	5,9			1	5,9
ECHO	1	1,4	2	2,9	5	7,2	1	1,4
Food Industry and Allied Trade	2	3,1	1	1,6			16	25,0
Glass, Ceramic, Jewellery & Porcelain	3	9,7						
Health Service and Social Care			1	3,8			1	3,8
KOVO	20	3,9	12	2,4	10	2,0	28	5,5
Mines, Geology and Oil Industry	1	3,7			5	18,5	1	3,7
Postal, Telecom. and Newspaper Services								
Railway Trade Unions			1	3,8	3	11,5	5	19,2
Science and Research					1	3,2	5	16,1
STAVBA			3	2,3	6	4,5	6	4,5
Textile, Clothing and Leather Industry								
Transport								
Transport, Road Economy and Repair Vehicles			3	14,3	1	4,8	9	42,9
UNIOS					13	13,0	1	1,0
Universities Trade Union			1	10,0	2	20,0	1	10,0
Wood.Industry, Forestry and Manag.of Water	1	1,5	2	3,0	1	1,5	2	3,0

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Evaluation of collective agreements
Employment rate II
classification based on trade unions**

% of collective agreements

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	435	33,5	9	0,7	428	32,9	10	0,8	9	0,7	8	0,6							1	0,1
Agriculture and Nutrition	18	32,1			17	30,4	1	1,8	1	1,8									1	1,8
Banking and Insurance	10	52,6			10	52,6														
Catering, Hotels and Tourism	1	6,7			1	6,7														
Civilian Employees of the Army	2	66,7			2	66,7														
Commerce	9	52,9			9	52,9														
ECHO	48	69,6	2	2,9	47	68,1	1	1,4												
Food Industry and Allied Trade	38	59,4	1	1,6	37	57,8			1	1,6	1	1,6								
Glass, Ceramic, Jewellery & Porcelain									1	3,2	1	3,2								
Health Service and Social Care	1	3,8			1	3,8			1	3,8	1	3,8								
KOVO	141	27,8	3	0,6	140	27,6	2	0,4	1	0,2	1	0,2								
Mines, Geology and Oil Industry	13	48,1			13	48,1														
Postal, Telecom. and Newspaper Services	3	30,0			3	30,0														
Railway Trade Unions	14	53,8	1	3,8	13	50,0	2	7,7												
Science and Research	3	9,7	1	3,2	2	6,5	1	3,2	3	9,7	3	9,7								
STAVBA	32	24,2			32	24,2	1	0,8												
Textile, Clothing and Leather Industry																				
Transport	4	10,3	1	2,6	3	7,7														
Transport, Road Economy and Repair Vehicles	8	38,1			8	38,1	2	9,5												
UNIOS	54	54,0			54	54,0			1	1,0	1	1,0								
Universities Trade Union	5	50,0			5	50,0														
Wood.Industry, Forestry and Manag.of Water	31	46,3			31	46,3														

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Evaluation of collective agreements
Working conditions and benefits I
classification based on trade unions**

% of collective agreements, aver. CZK, aver. % of the price of meal

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1211	93,2	34,00	54,6	13,12	26,5	35,10	56,1	269	216	16,6	38	2,9	26	2,0
Agriculture and Nutrition	54	96,4	36,70	54,7	9,47		40,71	58,2	10	4	7,1	2	3,6	2	3,6
Banking and Insurance	19	100,0	47,88	55,0	19,25		38,00		15	1	5,3				
Catering, Hotels and Tourism	15	100,0	24,00	55,0	13,33			100,0		2	13,3	1	6,7		
Civilian Employees of the Army	3	100,0			8,00				2	1	33,3				
Commerce	14	82,4	31,25	55,0	5,00		35,86	53,8	1	1	5,9	1	5,9	1	5,9
ECHO	65	94,2	37,10	55,0	11,09		42,85	55,0	17	25	36,2	3	4,3	4	5,8
Food Industry and Allied Trade	58	90,6	36,33	54,3	8,47	50,0	11,00		20	5	7,8				
Glass, Ceramic, Jewellery & Porcelain	27	87,1		55,0	9,67		31,67	55,0	16	13	41,9				
Health Service and Social Care	22	84,6	28,00	55,0			24,71	52,5	12	8	30,8	2	7,7	2	7,7
KOVO	481	94,9	32,03	54,6	11,69	24,9	33,11	56,5	121	80	15,8	15	3,0	5	1,0
Mines, Geology and Oil Industry	26	96,3		55,0	11,80		30,75	53,6	4	8	29,6				
Postal, Telecom. and Newspaper Services	10	100,0	33,50	55,0	13,00		48,00			1	10,0				
Railway Trade Unions	26	100,0	32,00	53,5	8,11			53,3	3	6	23,1	3	11,5	1	3,8
Science and Research	29	93,5	26,50	46,5	20,25	28,6			8	4	12,9				
STAVBA	119	90,2	31,18	55,0	10,40	19,9	37,76	55,2	4	11	8,3	4	3,0	4	3,0
Textile, Clothing and Leather Industry	24	80,0		55,0	5,17	55,0		53,8	7	2	6,7	2	6,7	1	3,3
Transport	38	97,4	31,71	54,8	11,40	13,0									
Transport, Road Economy and Repair Vehicles	20	95,2	35,13	54,5	19,00		27,00	55,0	2	12	57,1	3	14,3	2	9,5
UNIOS	96	96,0	40,69	54,8	13,10	15,0	40,00	55,0	6	14	14,0	1	1,0	3	3,0
Universities Trade Union	8	80,0		55,0			18,00	55,0	4	1	10,0				
Wood.Industry, Forestry and Manag.of Water	57	85,1	39,15	55,0	19,70	15,0	33,86	55,0	17	17	25,4	1	1,5	1	1,5

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK

average contribution specified as a percentage of the price of a meal

**Evaluation of collective agreements
Working conditions and benefits II
classification based on trade unions**

% of collective agreements, aver. CZK/month, average MBA

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision			agreed in CA		amount allowed		conditions for his provision
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	36	2,8	49	3,8	475	65,0	277	21,3	757	58,2	394	634	3,0	576	44,3	275	21,2	428	611	222	17,1
Agriculture and Nutrition			1	1,8			14	25,0	29	51,8	286	477	3,4	18	32,1	12	21,4	408	567	9	16,1
Banking and Insurance	2	10,5	2	10,5			10	52,6	12	63,2	488	936	3,3	10	52,6	10	52,6	538	583	10	52,6
Catering, Hotels and Tourism	1	6,7					13	86,7	13	86,7	400	450	3,0	11	73,3	7	46,7	400	400	7	46,7
Civilian Employees of the Army	2	66,7	1	33,3			3	100,0	2	66,7				1	33,3	1	33,3				
Commerce			1	5,9			3	17,6	7	41,2	176	204		6	35,3	2	11,8			1	5,9
ECHO	6	8,7	1	1,4			24	34,8	54	78,3	619	998	3,0	49	71,0	30	43,5	608	807	25	36,2
Food Industry and Allied Trade	1	1,6	3	4,7	500	42,5	11	17,2	33	51,6	367	561	3,0	24	37,5	11	17,2	550	675	6	9,4
Glass, Ceramic, Jewellery & Porcelain			2	6,5			3	9,7	24	77,4	313	472	3,0	24	77,4	7	22,6	333	414	5	16,1
Health Service and Social Care	1	3,8					10	38,5	17	65,4	233	410		12	46,2	7	26,9	200	421	4	15,4
KOVO	3	0,6	27	5,3	475	57,5	78	15,4	292	57,6	391	594	2,9	223	44,0	88	17,4	390	568	73	14,4
Mines, Geology and Oil Industry	2	7,4					5	18,5	24	88,9	394	642	3,0	23	85,2	7	25,9	353	598	6	22,2
Postal, Telecom. and Newspaper Services							1	10,0	2	20,0				2	20,0	1	10,0			1	10,0
Railway Trade Unions	3	11,5					12	46,2	19	73,1	398	744	2,5	19	73,1	13	50,0	436	537	9	34,6
Science and Research							7	22,6	11	35,5	324	342		8	25,8	3	9,7	272	272	2	6,5
STAVBA	13	9,8	4	3,0	240	75,0	32	24,2	72	54,5	373	729	2,6	61	46,2	20	15,2	297	575	19	14,4
Textile, Clothing and Leather Industry	1	3,3					3	10,0	12	40,0	210	442	3,0	6	20,0	3	10,0	300	533	2	6,7
Transport	1	2,6							30	76,9	361	412	2,9	1	2,6	4	10,3	400	400		
Transport, Road Economy and Repair Vehicles							1	4,8	14	66,7	540	576	2,9	13	61,9	5	23,8	400	480	4	19,0
UNIOS			6	6,0	600	100,0	23	23,0	57	57,0	406	722	3,5	43	43,0	35	35,0	519	829	32	32,0
Universities Trade Union							4	40,0	1	10,0				1	10,0						
Wood.Industry, Forestry and Manag.of Water			1	1,5			20	29,9	32	47,8	394	688	2,2	21	31,3	9	13,4	330	550	7	10,4

Explanatory notes: NCA
% CA
CZK/month
aver. % of price
average % MBA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
average contribution in CZK per month
average contribution specified as a percentage of the price of a fare
average contribution specified as a percentage of the monthly basis of assessment

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - creation
classification based on trade unions**

average %, average CZK

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)								
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances	
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK
Total	404	31,1	54	2,1	30	2 514	88	1,8	208	136	3 086	203	15,6	46	6 106	8	2,6	107	96	2 146
Agriculture and Nutrition	18	32,1	4	1,8	5	1 600			8	5	1 921	2	3,6					1	2	
Banking and Insurance	11	57,9	4	2,5			6	2,3		2		3	15,8	1				2	1	
Catering, Hotels and Tourism	4	26,7	1						1	4	441	7	46,7					2	6	55
Civilian Employees of the Army	2	66,7	2																	
Commerce	3	17,6					1		2	1										
ECHO	20	29,0			2		4	2,5	9	15	4 855	11	15,9	1				7	5	3 478
Food Industry and Allied Trade	31	48,4	2		1		7	1,9	21	2		3	4,7	1				2	1	
Glass, Ceramic, Jewellery & Porcelain	12	38,7	7	2,7					5	2		16	51,6	1		8	2,6	8	8	3 756
Health Service and Social Care	8	30,8							8			2	7,7					2		
KOVO	99	19,5	2		5	450	15	2,2	74	39	1 277	81	16,0	18	3 847			62	28	1 903
Mines, Geology and Oil Industry	8	29,6	4	1,9					3	3	11 849	5	18,5	1				2	3	4 043
Postal, Telecom. and Newspaper Services	2	20,0	1						1	1										
Railway Trade Unions	18	69,2	1		2		5	1,8	6	7	847	2	7,7					2		
Science and Research	28	90,3					23	2,0	2	16	2 302									
STAVBA	31	23,5	3	2,5	2		17	0,9	8	16	526	49	37,1	17	5 868			5	35	1 313
Textile, Clothing and Leather Industry	9	30,0			5	1 510	1		2	2		3	10,0					2	3	1 847
Transport	15	38,5	11	2,0					4	1		2	5,1	1				1		
Transport, Road Economy and Repair Vehicles	7	33,3	2				3	1,3	2	4	3 106	3	14,3						3	7 396
UNIOS	49	49,0	5	2,1	7	6 566	1		36	7	520	10	10,0	4	9 675			6		
Universities Trade Union	2	20,0							2											
Wood.Industry, Forestry and Manag.of Water	27	40,3	5	2,2	1		5	2,5	14	9	6 595	4	6,0	1				3	1	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 PVWR planned volume of wage resources and other personnel costs
 aver.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - use
classification based on trade unions**

aver. % of the total creation, % of collective agreements

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund				Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA		
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %						
Total	10,18	5,23	2,78	21,62	5,37	4,11	0,54	4,48	2,15	35,42	8,11	380	29,2	133	10,2		
Agriculture and Nutrition	40,34	2,77	9,64	26,14	0,67	4,37		3,43	0,98	2,36	9,29	12	21,4	1	1,8		
Banking and Insurance	2,38	4,06		24,40	0,38	0,59		0,38	0,71	67,10		17	89,5	7	36,8		
Catering, Hotels and Tourism	11,94		2,39	14,05	0,96	4,78				17,44	13,86	3	20,0				
Civilian Employees of the Army												3	100,0				
Commerce												2	11,8				
ECHO	16,10	10,30	3,52	26,48	6,24	3,87	0,39	2,61	0,93	15,92	13,65	19	27,5	30	43,5		
Food Industry and Allied Trade	1,03	14,67	2,93	58,69		8,52					13,65	15	23,4	5	7,8		
Glass, Ceramic, Jewellery & Porcelain	5,84	4,98	4,92	19,99	5,44	4,86		0,64		53,34		16	51,6	5	16,1		
Health Service and Social Care												9	34,6				
KOVO	9,36	4,97	1,92	27,13	1,68	4,61	1,15	5,10	3,77	38,36	1,95	120	23,7	19	3,7		
Mines, Geology and Oil Industry	6,93	10,19		5,73	2,22	2,03		16,61		49,25	7,03	10	37,0	5	18,5		
Postal, Telecom. and Newspaper Services												1	10,0				
Railway Trade Unions	19,41	6,87		35,69	3,59	4,27		9,64	9,77	10,43	0,34	16	61,5	1	3,8		
Science and Research	8,82	0,22	11,61	26,00	1,75	3,61		4,97	0,05	26,46	16,51	18	58,1	5	16,1		
STAVBA	22,07	1,60	3,68	18,56	0,33	5,06		1,12	8,38	30,30	8,90	29	22,0	16	12,1		
Textile, Clothing and Leather Industry	2,48	4,07	11,03	33,03	0,14	11,12	25,19	2,01	2,45	0,62	7,86	12	40,0				
Transport												1	2,6				
Transport, Road Economy and Repair Vehicles	8,32	13,42	0,29	35,04	0,61	8,31		2,11	0,49	30,91	0,51	9	42,9				
UNIOS	14,95	2,75	13,12	22,25	1,79	1,95				1,65	29,94	52	52,0	31	31,0		
Universities Trade Union												4	40,0				
Wood, Industry, Forestry and Manag. of Water	3,69	0,23	3,06	7,01	32,15	8,65		1,94	0,51	12,14	30,62	12	17,9	8	11,9		

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed		
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file		
aver. %	average percentage of use for this purpose of the total creation of the fund	F	remunerations for work and life anniversaries
A	recreation - contribution to employees and family members	G	contribution to transport to and from work
B	medical services - spas, rehabilitation	H	contributions to sporting and cultural events
C	loans to employees to cover their housing needs	I	contribution to trade union organization
D	contribution to corporate catering	J	other use
E	social assistance, social loans	K	balance

**Evaluation of collective agreements
Obstacles to work
classification based on trade unions**

in days, % of average earnings, % of collective agreements

Trade union	Employee's inability to work										Average number of days of leave with compensation for wage above the requirement of the LC																											
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC				Type of personal obstacle																											
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount		A			B			C			D			E			F			G			H			I			
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days		
Total	97	7,5	58,2	253	27	2,1	4	0,3	73,8	549	42,2	1,2	464	35,7	1,3	724	55,7	2,0	295	22,7	6,2	364	28,0	1,2	180	13,8	3,7	270	20,8	3,9	90	6,9	2,5	555	42,7			
Agriculture and Nutrition	1	1,8						1	1,8				20	35,7	1,6	20	35,7	1,4	22	39,3	1,3	12	21,4	6,4	13	23,2	1,3	4	7,1	2,8	8	14,3	7,6	2	3,6	19	33,9	
Banking and Insurance	4	21,1			4	21,1						2	10,5		1	5,3		1	5,3		2	10,5				1	5,3		6	31,6	4,0	1	5,3		13	68,4		
Catering, Hotels and Tourism	7	46,7	71,4									2	13,3		11	73,3	1,0	13	86,7	1,8	9	60,0	6,9					1	6,7		5	33,3	1,0	7	46,7			
Civilian Employees of the Army												1	33,3		2	66,7		2	66,7					1	33,3				1	33,3					2	66,7		
Commerce												5	29,4	1,4	9	52,9	1,2	7	41,2	1,4	6	35,3	7,5	2	11,8		1	5,9		1	5,9				4	23,5		
ECHO	20	29,0	56,7	202								43	62,3	1,2	42	60,9	1,6	50	72,5	2,1	36	52,2	6,9	19	27,5	1,3	20	29,0	5,0	31	44,9	3,5	5	7,2	4,0	43	62,3	
Food Industry and Allied Trade	5	7,8	56,3		4	6,3	1	1,6				12	18,8	1,4	23	35,9	1,2	14	21,9	1,4	5	7,8	11,4	14	21,9	1,2			1	1,6					32	50,0		
Glass, Ceramic, Jewellery & Porcelain	1	3,2										27	87,1	1,6	2	6,5		30	96,8	2,1	27	87,1	13,8	15	48,4	1,5			7	22,6	2,3	26	83,9	1,3	26	83,9		
Health Service and Social Care	1	3,8										3	11,5	1,0	4	15,4	1,0	7	26,9	1,7	1	3,8		1	3,8		3	11,5	2,7	4	15,4	4,3			10	38,5		
KOVO	16	3,2	63,1	275	9	1,8	1	0,2				275	54,2	1,3	232	45,8	1,2	325	64,1	2,6	20	3,9	5,1	205	40,4	1,2	19	3,7	2,3	104	20,5	3,1	12	2,4	3,2	218	43,0	
Mines, Geology and Oil Industry	2	7,4			2	7,4						17	63,0	1,1	21	77,8	1,0	25	92,6	1,0	7	25,9	14,0	13	48,1	1,5	19	70,4	4,0	20	74,1	3,4	13	48,1	3,5	19	70,4	
Postal, Telecom. and Newspaper Services	1	10,0										2	20,0		3	30,0	1,0	3	30,0	1,7	2	20,0		1	10,0		1	10,0		9	90,0	3,8	9	90,0	3,8	5	50,0	
Railway Trade Unions	1	3,8										7	26,9	1,0	7	26,9	1,7	11	42,3	1,5	4	15,4	7,8	3	11,5	1,3	3	11,5	2,7	3	11,5	7,3	1	3,8		8	30,8	
Science and Research	5	16,1	48,8	500								3	9,7	1,7	3	9,7	1,7						2	6,5		1	3,2			2	6,5				10	32,3		
STAVBA	10	7,6	36,7	167	1	0,8	1	0,8				74	56,1	1,0	41	31,1	1,0	113	85,6	1,2	108	81,8	3,2	28	21,2	1,0	105	79,5	3,9	27	20,5	7,8	2	1,5		37	28,0	
Textile, Clothing and Leather Industry												2	6,7		2	6,7		3	10,0	2,0				2	6,7											3	10,0	
Transport														15	38,5	1,1	7	17,9	1,6	14	35,9	7,9	12	30,8	1,1	1	2,6					1	2,6					
Transport, Road Economy and Repair Vehicles	4	19,0	60,0		3	14,3						3	14,3	1,7	4	19,0	5,3	12	57,1	1,3	10	47,6	8,7	3	14,3	1,0		4	19,0	4,5					5	23,8		
UNIOS	18	18,0	72,2	343	4	4,0						32	32,0	1,0	5	5,0	1,8	60	60,0	1,3	32	32,0	5,3	22	22,0	1,2	2	2,0		28	28,0	2,0	11	11,0	1,4	68	68,0	
Universities Trade Union												1	10,0					1	10,0																		3	30,0
Wood, Industry, Forestry and Manag. of Water	1	1,5										18	26,9	1,0	17	25,4	1,2	18	26,9	1,2				8	11,9	1,3			15	22,4	5,8					23	34,3	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 days average extent of time off (in days)
 A one's own wedding
 B birth of a child to the wife of an employee
 C death of a direct relative
 D escorting a disabled child to a health or social care provider
 E moving house

F looking for a new job
 G for mothers caring for a child (per year)
 H care for a family member (per year)
 I other obstacles

Evaluation of collective agreements
Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on trade unions

% of collective agreements

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	429	33,0	21	1,6	438	33,7	1079	83,0	628	48,3	6	0,5	18	1,4
Agriculture and Nutrition	13	23,2			32	57,1	52	92,9	6	10,7				
Banking and Insurance	14	73,7	1	5,3	17	89,5	15	78,9	5	26,3	1	5,3	2	10,5
Catering, Hotels and Tourism	8	53,3			9	60,0	14	93,3	11	73,3				
Civilian Employees of the Army	1	33,3			1	33,3	3	100,0						
Commerce	3	17,6			11	64,7	17	100,0	6	35,3	5	29,4		
ECHO	37	53,6			27	39,1	69	100,0	17	24,6				
Food Industry and Allied Trade	26	40,6	1	1,6	4	6,3	61	95,3	42	65,6				
Glass, Ceramic, Jewellery & Porcelain	1	3,2			1	3,2	31	100,0	27	87,1				
Health Service and Social Care	17	65,4	5	19,2	5	19,2	24	92,3	9	34,6				
KOVO	137	27,0	4	0,8	163	32,1	391	77,1	303	59,8			9	1,8
Mines, Geology and Oil Industry	12	44,4			3	11,1	24	88,9	1	3,7				
Postal, Telecom. and Newspaper Services	2	20,0			7	70,0	10	100,0	1	10,0				
Railway Trade Unions	13	50,0	2	7,7	9	34,6	25	96,2	20	76,9			1	3,8
Science and Research	20	64,5	1	3,2	5	16,1	26	83,9	2	6,5				
STAVBA	23	17,4			79	59,8	107	81,1	48	36,4			5	3,8
Textile, Clothing and Leather Industry					2	6,7	25	83,3	13	43,3				
Transport	2	5,1					9	23,1	13	33,3				
Transport, Road Economy and Repair Vehicles	7	33,3			3	14,3	13	61,9	13	61,9				
UNIOS	46	46,0	7	7,0	18	18,0	94	94,0	76	76,0			1	1,0
Universities Trade Union	8	80,0			7	70,0	10	100,0	2	20,0				
Wood.Industry, Forestry and Manag.of Water	39	58,2			35	52,2	59	88,1	13	19,4				

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Evaluation of collective agreements
Minimum wage and wage scales
classification based on regions**

in CZK/month/pers., in CZK/hour/pers.

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
										12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	110	8,5	10 049	16	1,2	60,32	41	3,2	59,44	352	27,1	393	30,2	94	7,2	87	6,7	155	11,9	213	16,4
CZ010 Capital Prague	27	11,9	10 505	8	3,5	62,55				45	19,9	56	24,8	29	12,8	12	5,3	3	1,3	11	4,9
CZ020 Středočeský	4	5,1	9 674	1	1,3					10	12,7	22	27,8	1	1,3	3	3,8	6	7,6	10	12,7
CZ031 Jihočeský	15	18,1	9 334	1	1,2		1	1,2		18	21,7	23	27,7	12	14,5	3	3,6	2	2,4	13	15,7
CZ032 Plzeňský	20	26,3	10 892	2	2,6		17	22,4	59,50	13	17,1	33	43,4	1	1,3	7	9,2	11	14,5	23	30,3
CZ041 Karlovarský	2	6,1					3	9,1	58,33	9	27,3	6	18,2	1	3,0	3	9,1	9	27,3	8	24,2
CZ042 Ústecký	6	7,2	9 243				2	2,4		23	27,7	36	43,4	5	6,0	5	6,0	5	6,0	13	15,7
CZ051 Liberecký	3	5,5	8 962							19	34,5	12	21,8	6	10,9	3	5,5	8	14,5	9	16,4
CZ052 Královéhradecký	2	2,8		1	1,4					23	32,4	24	33,8	2	2,8	5	7,0	12	16,9	14	19,7
CZ053 Pardubický	1	1,6					1	1,6		23	35,9	19	29,7	7	10,9	7	10,9	14	21,9	10	15,6
CZ061 Vysočina	2	3,3								12	20,0	12	20,0	9	15,0	3	5,0	4	6,7	13	21,7
CZ062 Jihomoravský	9	7,4	9 931	1	0,8		4	3,3	59,63	39	32,0	38	31,1	7	5,7	7	5,7	20	16,4	13	10,7
CZ071 Olomoucký	3	3,0	11 510	1	1,0		8	8,1	62,59	29	29,3	40	40,4	2	2,0	6	6,1	18	18,2	34	34,3
CZ072 Zlínský	5	5,4	9 026	1	1,1		1	1,1		29	31,2	22	23,7	4	4,3	18	19,4	20	21,5	14	15,1
CZ080 Moravskoslezský	11	7,1	9 684				4	2,6	60,60	60	38,5	50	32,1	8	5,1	5	3,2	23	14,7	28	17,9

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of the monthly minimum wage
 CZK/h average value of the hourly minimum wage
 TS tariff system

**Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system
classification based on regions**

in CZK/month/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	317	8 836	322	9 465	325	10 197	330	11 041	335	12 111	335	13 192	336	14 531	348	16 023	338	17 903	336	19 995	335	22 551	333	25 245
CZ010 Capital Prague	37	9 312	37	9 913	37	10 736	37	11 708	38	13 020	38	14 306	38	15 854	45	17 530	45	20 180	44	23 201	44	27 304	44	30 896
CZ020 Středočeský	9	10 370	9	10 924	9	11 644	9	12 468	9	13 663	9	14 937	9	16 360	10	17 579	9	20 813	9	23 581	9	26 865	9	29 404
CZ031 Jihočeský	15	9 035	16	9 622	16	10 547	17	11 595	17	12 845	17	14 184	17	15 859	18	17 326	17	19 432	17	21 736	17	24 550	17	27 201
CZ032 Plzeňský	13	8 426	13	9 094	13	9 955	13	10 984	13	12 156	13	13 512	13	15 179	13	17 074	13	19 296	13	21 869	13	24 597	13	27 563
CZ041 Karlovarský	9	8 662	9	9 080	9	9 649	9	10 390	9	11 241	9	12 219	9	13 409	9	14 884	9	16 356	9	18 137	9	20 226	9	22 780
CZ042 Ústecký	20	8 802	21	9 573	21	10 352	22	11 034	22	12 183	22	13 444	22	14 805	23	16 246	23	18 076	23	20 067	23	22 627	22	25 461
CZ051 Liberecký	17	7 984	17	8 419	17	8 999	18	9 781	19	10 696	19	11 753	19	13 011	19	14 313	19	16 050	19	18 263	19	20 668	19	23 746
CZ052 Královéhradecký	21	8 655	23	9 438	23	10 070	23	10 825	23	11 673	23	12 635	23	13 886	23	15 179	23	16 620	23	18 446	23	20 444	23	22 628
CZ053 Pardubický	23	8 628	23	9 058	23	9 755	23	10 360	23	11 346	22	11 765	22	12 842	22	13 979	17	14 998	17	16 820	17	19 012	17	21 711
CZ061 Vysočina	11	8 897	11	9 495	11	10 242	11	11 083	12	12 054	12	13 023	12	14 325	12	15 633	12	17 053	12	18 702	12	20 743	12	22 963
CZ062 Jihomoravský	38	8 925	38	9 624	38	10 322	38	11 152	38	12 154	36	13 120	36	14 448	37	15 914	36	17 640	35	19 093	35	21 200	34	23 234
CZ071 Olomoucký	26	8 113	26	8 548	26	9 077	26	9 758	26	10 688	27	11 649	29	12 568	29	14 114	27	15 618	27	17 507	27	19 881	27	22 950
CZ072 Zlínský	21	8 882	22	9 429	25	10 124	25	11 012	27	12 120	29	13 108	29	14 489	29	15 928	29	17 580	29	19 490	29	21 722	29	24 293
CZ080 Moravskoslezský	57	9 012	57	9 811	57	10 642	59	11 590	59	12 703	59	13 946	58	15 404	59	16 844	59	18 616	59	20 659	58	22 902	58	25 283

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/m average value of the monthly scale

Evaluation of collective agreements
Hourly wage scales (40 hours/week) - 12-scale tariff system
classification based on regions

in CZK/hour/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	93	51,94	93	54,73	93	59,25	93	64,90	93	70,81	93	77,52	92	86,51	26	85,63	17	88,43	17	97,51	16	103,11	16	113,66
CZ010 Capital Prague	29	56,51	29	59,31	29	64,73	29	71,66	29	78,17	29	85,53	29	95,37	2		2		2		2		2	
CZ020 Středočeský	1		1		1		1		1		1		1											
CZ031 Jihočeský	12	51,32	12	53,63	11	58,50	11	63,97	11	69,55	11	75,92	11	84,24	3	82,93	2		2		2		2	
CZ032 Plzeňský	1		1		1		1		1		1		1											
CZ041 Karlovarský	1		1		1		1		1		1		1											
CZ042 Ústecký	5	46,82	5	48,64	5	52,10	5	56,64	5	60,48	5	65,34	5	71,94	2		2		2		2		2	
CZ051 Liberecký	6	48,40	6	52,03	6	56,23	6	60,88	6	67,08	6	74,60	5	90,28	1									
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1	
CZ053 Pardubický	7	47,30	7	49,74	7	52,76	7	56,53	7	61,47	7	66,76	7	73,14	4	71,98	3	76,07	3	83,23	3	92,33	3	102,53
CZ061 Vysočina	9	48,10	9	51,03	9	55,19	9	59,82	9	66,74	9	73,59	9	81,40	3	80,27	2		2		1		1	
CZ062 Jihomoravský	7	49,40	7	52,61	7	56,30	7	61,60	7	65,30	7	70,99	7	77,71	4	76,53	4	83,90	4	91,80	4	100,88	4	111,90
CZ071 Olomoucký	2		2		2		2		2		2		2											
CZ072 Zlínský	3	54,17	3	56,67	4	59,91	4	65,15	4	72,75	4	81,48	4	91,43	1		1		1		1		1	
CZ080 Moravskoslezský	8	53,84	8	56,79	8	61,86	8	67,80	8	74,61	8	81,73	8	91,25	5	100,68								

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/h average value of the hourly scale

Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - 12-scale tariff system
classification based on regions

in CZK/hour/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	145	54,05	149	57,80	153	62,31	154	66,97	154	73,05	151	79,87	147	87,77	87	93,46	59	98,77	49	108,90	42	120,12	42	132,36
CZ010 Capital Prague	2		2		3	65,60	3	68,23	3	74,33	3	82,57	3	91,23	3	99,63	2		2		2		2	
CZ020 Středočeský	6	55,97	6	57,83	6	61,38	6	65,92	6	72,48	6	78,52	6	86,15	5	90,90	3	97,83	3	106,87	3	117,20	3	130,17
CZ031 Jihočeský	2		2		2		2		2		2		2		1		1		1		1		1	
CZ032 Plzeňský	11	52,67	11	56,77	11	62,45	11	69,25	11	76,83	11	85,73	11	95,71	5	92,20	4	100,58	3	120,00	3	134,63	3	148,40
CZ041 Karlovarský	9	53,96	9	56,38	9	59,88	9	64,35	9	69,61	9	75,78	9	82,83	7	94,76	5	91,86	5	100,70	5	110,98	5	122,60
CZ042 Ústecký	5	50,58	5	54,40	5	59,30	5	64,42	5	70,92	5	77,68	5	85,02	2		2		2		1		1	
CZ051 Liberecký	8	44,56	8	47,23	8	50,74	8	54,50	8	59,31	8	64,78	8	70,38	4	76,73	2		2		2		2	
CZ052 Královéhradecký	11	53,62	12	58,34	12	61,68	12	65,30	12	69,68	12	75,23	12	81,70	10	87,19	9	90,28	4	109,35	4	119,50	4	132,33
CZ053 Pardubický	14	57,21	14	59,39	14	63,94	13	64,52	13	69,83	13	75,70	12	82,76	11	87,39	5	89,02	5	94,86	3	97,73	3	107,07
CZ061 Vysočina	4	51,10	4	53,73	4	57,25	4	62,30	4	68,53	3	73,60	3	80,27	1		1		1		1		1	
CZ062 Jihomoravský	19	57,14	19	61,81	20	66,69	20	72,64	20	79,17	18	86,59	18	94,90	11	104,66	7	118,59	6	132,23	4	148,45	4	162,45
CZ071 Olomoucký	16	53,56	17	56,64	17	60,41	18	65,78	18	71,30	18	77,37	16	84,76	8	91,75	4	93,78	4	102,75	4	111,68	4	121,65
CZ072 Zlínský	16	54,80	17	58,77	19	63,47	20	68,15	20	74,80	20	82,19	20	90,04	6	88,93	5	84,92	3	78,70	1		1	
CZ080 Moravskoslezský	22	54,30	23	59,45	23	64,11	23	69,32	23	75,72	23	83,34	22	92,47	13	105,00	9	116,72	8	123,44	8	136,56	8	149,95

Explanatory notes: NCA
CZK/h

number of collective agreements, in which the appropriate indicator has been agreed
average value of the hourly scale

**Evaluation of collective agreements
Wage supplementary charges according to LC
classification based on regions**

in CZK/hour, % of average earnings or % of basic tariff of minimum wage

Region NUTS 3	Supplementary charge																					
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)				
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE	
			% AE	% AE	% AE																	
Total	1097	84,4	26,0	48,2	26,7	1005	77,3	101,9	1074	82,6	13,54	11,6	818	62,9	7,46	10,3	10,5	1022	78,6	21,48	22,2	
CZ010 Capital Prague	167	73,9	25,9	50,0	27,7	151	66,8	100,8	164	72,6	13,62	11,4	126	55,8	7,80	10,0	10,5	159	70,4	26,13	21,9	
CZ020 Středočeský	65	82,3	26,3	48,1	27,3	55	69,6	101,6	65	82,3	12,27	11,5	41	51,9	7,51	10,0	10,5	63	79,7	14,73	17,5	
CZ031 Jihočeský	75	90,4	26,8	53,1	27,3	65	78,3	105,2	73	88,0	12,94	12,4	58	69,9	7,53	10,0	10,0	69	83,1	19,60	28,1	
CZ032 Plzeňský	59	77,6	26,9	47,8	25,1	60	78,9	102,9	57	75,0	16,63	11,8	49	64,5	7,64	13,3	10,0	60	78,9	29,33	24,7	
CZ041 Karlovarský	30	90,9	26,2	49,0	27,9	26	78,8	100,0	28	84,8	11,60	11,5	20	60,6	7,29	10,0	10,0	23	69,7	23,23	20,0	
CZ042 Ústecký	73	88,0	26,6	49,2	26,8	60	72,3	103,7	71	85,5	14,08	12,7	51	61,4	7,15	10,0	10,5	68	81,9	18,69	21,0	
CZ051 Liberecký	51	92,7	26,0	47,5	28,2	43	78,2	103,5	49	89,1	16,10	10,0	40	72,7	8,62	7,5	13,1	48	87,3	11,50	22,4	
CZ052 Královéhradecký	63	88,7	25,3	47,7	26,1	53	74,6	101,1	61	85,9	13,18	12,3	40	56,3	7,34	10,0	10,0	54	76,1	15,23	19,1	
CZ053 Pardubický	51	79,7	26,4	47,4	26,3	51	79,7	102,0	53	82,8	13,31	12,2	42	65,6	6,78	11,4	10,0	48	75,0	14,00	17,6	
CZ061 Vysočina	47	78,3	25,3	48,9	26,4	45	75,0	100,0	45	75,0	14,19	10,6	32	53,3	7,09	10,7	11,0	45	75,0	15,88	20,0	
CZ062 Jihomoravský	107	87,7	25,3	46,6	28,1	100	82,0	101,1	107	87,7	12,24	11,5	82	67,2	7,78	10,0	10,0	99	81,1	21,08	25,4	
CZ071 Olomoucký	93	93,9	25,7	46,5	25,5	86	86,9	100,9	88	88,9	12,47	10,5	69	69,7	6,98	10,0	10,4	84	84,8	41,00	22,8	
CZ072 Zlínský	81	87,1	25,8	44,0	26,9	83	89,2	100,0	80	86,0	12,86	10,9	66	71,0	6,46	10,0	10,0	76	81,7	18,76	26,7	
CZ080 Moravskoslezský	135	86,5	26,2	46,9	25,9	127	81,4	103,5	133	85,3	14,35	12,2	102	65,4	7,73	10,0	10,5	126	80,8	26,91	19,0	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 % MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

**Evaluation of collective agreements
Other supplementary charges I
classification based on regions**

in CZK/hour, CZK/shift, % of average earnings

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	7	12,9	616	6,40	6	25	15,9	49	97,95	81	3	9,3	156	5,40	35	1	199	6,04	1	
CZ010 Capital Prague			60	7,50			11	17,3	5	70,00	9		19	5,18	13		35	7,03		
CZ020 Středočeský			32	6,40	1	2		5	73,00	6			5	7,04	1		6	4,87		
CZ031 Jihočeský			50	6,90				12	87,79	4			7	4,59			11	7,99		
CZ032 Plzeňský	1		39	6,69	2			1		5	1		3	5,30			14	7,86		
CZ041 Karlovarský			21	5,27		1		2		1			6	3,08			5	3,60		
CZ042 Ústecký	1		39	5,84				3	109,33	7	1		5	5,10	2		15	5,92		
CZ051 Liberecký			39	7,67				1		3			8	3,65	3		3	4,63	1	
CZ052 Královéhradecký			36	7,21				1		6			6	9,99	1		6	6,55		
CZ053 Pardubický			25	6,51		6	15,5	2		4			10	3,99			5	3,98		
CZ061 Vysočina			35	5,85		2		9	83,28				12	8,29	1		8	3,85		
CZ062 Jihomoravský	2		50	6,58		1		1		5	1		12	6,23	5		17	5,35		
CZ071 Olomoucký			66	6,31	2			1		13			32	4,42	2		26	4,69		
CZ072 Zlínský	2		50	6,19		1		5	47,20	7			9	4,84	1	1	3	5,67		
CZ080 Moravskoslezský	1		74	4,93	1	1		1		11			22	5,82	6		45	6,39		

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

number of collective agreements, in which the appropriate indicator has been agreed

average value of the supplementary charge specified as a percentage of the average earnings

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

**Evaluation of collective agreements
Other supplementary charges II
classification based on regions**

in CZK/hour, CZK/month, % of average earnings

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	

Total	3	10,0	171	24,74	9	1	15	540	2	51	29,7	20	1 982	89	27	11,0	28	704	57	511
CZ010 Capital Prague	1		25	42,82	2		4	575		17	27,9	5	2 500	10	11	9,5	3	567	3	78
CZ020 Středočeský			6	10,83			1			1		1		4	1		2		3	19
CZ031 Jihočeský			10	12,60	1		1							6			1		1	36
CZ032 Plzeňský			11	11,00	1		1			1		2		2	1				1	19
CZ041 Karlovarský			4	31,38	1		1			1				2					1	12
CZ042 Ústecký			15	22,29	1		3	400		11	28,2	3	3 000	11	2		1		10	47
CZ051 Liberecký			6	12,62		1				1				3	1				1	23
CZ052 Královéhradecký	1		8	27,15						2		2		5	2		2		1	24
CZ053 Pardubický			2							2		1		2			1		1	23
CZ061 Vysočina			7	19,33			2		2	1		1		3	1		1			19
CZ062 Jihomoravský			12	20,92			2			7	25,0			11	2		4	479		52
CZ071 Olomoucký			16	13,72	1					2				9	1		2		8	53
CZ072 Zlínský	1		13	30,73						1		1		5			6	333	5	44
CZ080 Moravskoslezský			36	28,82	2					4	33,8	4	1 750	16	5	15,6	5	1 120	22	62

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 CZK/month average value of the supplementary charge in CZK per month

**Evaluation of collective agreements
Other wage components - 13th and 14th pay
classification based on regions**

in % of collective agreements

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
	NCA	% CA	NCA	% CA	by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions		NCA	% CA
					NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	550	42,3	180	13,8	327	25,2	205	15,8	90	6,9	97	7,5	123	9,5	116	8,9	687	52,8
CZ010 Capital Prague	81	35,8	18	8,0	48	21,2	32	14,2	19	8,4	15	6,6	16	7,1	23	10,2	101	44,7
CZ020 Středočeský	21	26,6	5	6,3	12	15,2	8	10,1	4	5,1	4	5,1	4	5,1	5	6,3	33	41,8
CZ031 Jihočeský	49	59,0	19	22,9	29	34,9	25	30,1	6	7,2	16	19,3	13	15,7	13	15,7	58	69,9
CZ032 Plzeňský	32	42,1	7	9,2	20	26,3	14	18,4	6	7,9	2	2,6	14	18,4	6	7,9	42	55,3
CZ041 Karlovarský	9	27,3	3	9,1	4	12,1	4	12,1	3	9,1	1	3,0	1	3,0	4	12,1	18	54,5
CZ042 Ústecký	41	49,4	14	16,9	21	25,3	15	18,1	9	10,8	9	10,8	11	13,3	9	10,8	48	57,8
CZ051 Liberecký	21	38,2	5	9,1	10	18,2	6	10,9	6	10,9	5	9,1	3	5,5	6	10,9	23	41,8
CZ052 Královéhradecký	32	45,1	12	16,9	18	25,4	12	16,9	4	5,6	6	8,5	7	9,9	2	2,8	48	67,6
CZ053 Pardubický	24	37,5	6	9,4	14	21,9	7	10,9	4	6,3	3	4,7	6	9,4	4	6,3	27	42,2
CZ061 Vysočina	31	51,7	17	28,3	20	33,3	16	26,7	2	3,3	6	10,0	12	20,0	5	8,3	34	56,7
CZ062 Jihomoravský	40	32,8	8	6,6	31	25,4	20	16,4	5	4,1	9	7,4	13	10,7	6	4,9	67	54,9
CZ071 Olomoucký	29	29,3	10	10,1	16	16,2	10	10,1	7	7,1	5	5,1	3	3,0	4	4,0	54	54,5
CZ072 Zlínský	57	61,3	12	12,9	45	48,4	7	7,5	8	8,6	8	8,6	8	8,6	23	24,7	44	47,3
CZ080 Moravskoslezský	83	53,2	44	28,2	39	25,0	29	18,6	7	4,5	8	5,1	12	7,7	6	3,8	90	57,7

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 * Incentive components - bonuses, performance rewards, team rewards etc.

**Evaluation of collective agreements
Remunerations at work anniversaries and assistance in natural disasters
classification based on regions**

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	667	51,3	52	2 318	211	2 724	438	4 162	500	5 249	624	6 279	664	7 288	667	8 616	667	9 721	667	10 925	5	0,4	7 000
CZ010 Capital Prague	111	49,1	15	2 767	27	3 481	89	5 152	98	6 692	107	8 587	111	9 865	111	11 682	111	13 039	111	14 197	4	1,8	7 500
CZ020 Středočeský	34	43,0	4	2 000	19	2 842	27	5 296	27	6 907	32	7 438	34	8 728	34	10 382	34	11 478	34	13 176			
CZ031 Jihočeský	49	59,0	4	2 075	19	2 379	27	3 414	31	4 602	46	5 827	49	7 070	49	8 527	49	9 435	49	10 671			
CZ032 Plzeňský	30	39,5	2		12	2 496	24	4 254	25	5 522	29	6 472	30	7 530	30	8 697	30	9 947	30	11 247			
CZ041 Karlovarský	16	48,5	4	1 238	4	1 525	6	2 733	7	3 343	16	4 050	16	5 081	16	6 281	16	7 413	16	8 544			
CZ042 Ústecký	45	54,2	7	1 257	15	2 243	31	3 932	33	4 955	43	6 228	45	7 278	45	8 538	45	9 551	45	11 198			
CZ051 Liberecký	30	54,5	4	950	11	2 879	21	3 963	24	4 525	27	5 582	29	6 439	30	7 421	30	8 345	30	9 434			
CZ052 Královéhradecký	36	50,7	1		11	1 832	23	3 228	25	4 420	33	5 712	36	6 888	36	8 340	36	9 456	36	10 394			
CZ053 Pardubický	34	53,1			2		19	3 737	22	4 441	34	4 826	34	5 531	34	6 815	34	7 781	34	9 009			
CZ061 Vysočina	33	55,0	3	2 500	11	3 018	19	4 305	24	5 513	30	5 803	32	6 741	33	7 548	33	8 355	33	9 176			
CZ062 Jihomoravský	66	54,1			11	2 345	32	4 069	39	5 246	54	6 301	66	7 102	66	8 566	66	9 936	66	11 210			
CZ071 Olomoucký	55	55,6	2		17	1 768	26	2 833	39	3 491	51	4 794	54	6 021	55	7 620	55	9 041	55	10 546			
CZ072 Zlínský	40	43,0	2		12	3 532	28	3 704	30	4 670	37	5 538	40	6 553	40	7 846	40	9 204	40	10 966			
CZ080 Moravskoslezský	88	56,4	4	2 750	40	3 015	66	4 109	76	5 061	85	5 954	88	6 495	88	7 181	88	7 783	88	8 377	1	0,6	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Evaluation of collective agreements
Remunerations at life anniversaries I - reaching the age of 50
classification based on regions**

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	788	60,6	353	3 541	730	3 956	774	5 003	786	5 917	788	6 837	788	7 354
CZ010 Capital Prague	132	58,4	79	4 073	125	5 006	131	6 411	132	7 529	132	8 780	132	9 403
CZ020 Středočeský	33	41,8	17	3 188	30	3 418	32	4 256	32	4 938	33	5 180	33	5 643
CZ031 Jihočeský	50	60,2	24	2 875	50	3 947	50	4 369	50	4 795	50	5 531	50	5 749
CZ032 Plzeňský	47	61,8	19	2 203	36	3 636	41	5 713	47	7 203	47	7 910	47	9 129
CZ041 Karlovarský	19	57,6	7	3 757	16	3 894	19	4 332	19	5 005	19	5 600	19	5 847
CZ042 Ústecký	50	60,2	15	3 867	49	4 381	50	5 928	50	7 338	50	8 717	50	9 047
CZ051 Liberecký	36	65,5	15	2 773	34	3 296	35	3 982	36	4 751	36	5 578	36	6 019
CZ052 Královéhradecký	45	63,4	16	3 850	42	4 188	45	5 566	45	6 716	45	7 818	45	7 981
CZ053 Pardubický	39	60,9	13	3 842	36	3 586	39	4 108	39	4 697	39	5 213	39	5 595
CZ061 Vysočina	44	73,3	25	3 620	39	3 283	44	4 309	44	4 874	44	5 386	44	5 761
CZ062 Jihomoravský	75	61,5	33	3 763	70	3 709	75	4 483	75	5 328	75	6 343	75	7 066
CZ071 Olomoucký	63	63,6	25	2 533	60	3 101	63	3 873	63	4 697	63	5 555	63	6 281
CZ072 Zlínský	55	59,1	28	3 171	52	3 694	53	4 779	54	5 332	55	6 388	55	7 196
CZ080 Moravskoslezský	100	64,1	37	4 291	91	4 085	97	5 073	100	6 044	100	6 970	100	7 190

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Evaluation of collective agreements
Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension classification based on regions

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	860	66,2	343	5 166	766	5 549	833	6 935	850	8 426	858	9 792	860	10 775	860	11 665	860	12 255	860	12 742
CZ010 Capital Prague	147	65,0	70	4 540	133	6 705	143	8 649	144	10 017	147	12 104	147	13 371	147	14 312	147	14 970	147	15 728
CZ020 Středočeský	47	59,5	16	7 688	39	6 808	43	9 000	45	10 653	46	12 720	47	13 586	47	16 415	47	16 739	47	17 191
CZ031 Jihočeský	57	68,7	29	5 460	53	6 482	57	7 475	57	8 271	57	9 121	57	9 784	57	10 149	57	10 544	57	10 614
CZ032 Plzeňský	54	71,1	15	3 100	40	6 108	44	8 836	52	14 731	54	15 622	54	16 813	54	17 713	54	18 187	54	18 391
CZ041 Karlovarský	19	57,6	6	10 833	17	5 629	19	7 055	19	8 324	19	9 526	19	10 161	19	10 716	19	11 061	19	11 326
CZ042 Ústecký	53	63,9	14	5 411	45	6 196	52	7 889	52	9 819	53	11 325	53	12 463	53	13 624	53	14 284	53	14 869
CZ051 Liberecký	40	72,7	16	4 275	35	4 251	39	5 522	39	6 549	40	7 980	40	8 964	40	9 378	40	9 676	40	9 938
CZ052 Královéhradecký	46	64,8	18	3 578	42	4 271	45	5 294	45	6 049	45	7 153	46	7 597	46	8 154	46	8 538	46	8 946
CZ053 Pardubický	42	65,6	16	4 341	40	4 119	42	5 259	42	6 311	42	7 108	42	7 792	42	8 523	42	8 966	42	9 462
CZ061 Vysočina	47	78,3	28	3 761	41	3 495	47	4 338	47	4 937	47	5 568	47	6 053	47	6 580	47	6 830	47	7 234
CZ062 Jihomoravský	73	59,8	28	7 758	68	6 312	73	7 709	73	9 346	73	10 912	73	12 509	73	13 823	73	14 874	73	15 360
CZ071 Olomoucký	79	79,8	20	3 348	69	3 447	74	4 620	79	6 175	79	7 584	79	8 849	79	9 990	79	11 297	79	12 269
CZ072 Zlínský	58	62,4	27	3 893	55	4 284	57	5 335	58	6 291	58	7 611	58	8 990	58	9 499	58	10 198	58	10 456
CZ080 Moravskoslezský	98	62,8	40	7 219	89	6 657	98	7 210	98	7 902	98	8 717	98	9 084	98	9 484	98	9 743	98	10 137

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Evaluation of collective agreements
Wage development
classification based on regions**

% of collective agreements, average %, aver. value in CZK

Region NUTS 3	Wage development contracted																												Wage development is bound to economic indicators							
	NCA	% CA	of this																																	
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage				by keeping real wage					by combination of given issues						
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA		% CA	NCA	% CA				
Total	776	59,7	58	4,5	270	20,8	33	455	237	2,9	88	6,8	7	0,5	297	22,8	287	2,8	10	458	7	2,2	25	1,9	25	2,0	5	1,2	164	12,6	8	0,6	104	8,0	174	13,4
CZ010 Capital Prague	137	60,6	20	8,8	31	13,7	4	465	27	2,9	15	6,6	1	0,4	62	27,4	60	2,8	2				3	1,3	3	2,5			27	11,9			17	7,5	26	11,5
CZ020 Středočeský	48	60,8	4	5,1	15	19,0	1		14	3,4	5	6,3	2	2,5	21	26,6	21	2,8										11	13,9	1	1,3	8	10,1	6	7,6	
CZ031 Jihočeský	48	57,8	2	2,4	22	26,5	1		21	3,8	10	12,0			10	12,0	10	3,0					7	8,4	7	1,8			11	13,3			11	13,3	10	12,0
CZ032 Plzeňský	57	75,0			19	25,0	4	338	15	3,1	12	15,8	2	2,6	22	28,9	21	2,4	1		1							20	26,3	3	3,9	14	18,4	24	31,6	
CZ041 Karlovarský	19	57,6			9	27,3			9	3,0	2	6,1	1	3,0	6	18,2	6	2,9					1	3,0	1			5	15,2			4	12,1	6	18,2	
CZ042 Ústecký	46	55,4	1	1,2	20	24,1	2		18	2,4	3	3,6			13	15,7	13	3,3					6	7,2	6	1,1	5	1,2	8	9,6	1	1,2	4	4,8	5	6,0
CZ051 Liberecký	33	60,0	1	1,8	16	29,1			16	2,9	3	5,5			13	23,6	13	2,9					1	1,8	1			2	3,6			3	5,5	3	5,5	
CZ052 Královéhradecký	34	47,9			16	22,5	5	458	11	2,6	5	7,0			13	18,3	13	3,0				1						7	9,9			5	7,0	7	9,9	
CZ053 Pardubický	31	48,4	2	3,1	7	10,9			7	2,5	3	4,7			17	26,6	17	2,9					1	1,6	1			4	6,3			2	3,1	5	7,8	
CZ061 Vysočina	27	45,0	3	5,0	12	20,0	4	488	8	2,9	3	5,0			9	15,0	9	3,0					1	1,7	1			3	5,0			3	5,0	7	11,7	
CZ062 Jihomoravský	69	56,6	4	3,3	28	23,0	2		26	2,3	8	6,6	1	0,8	22	18,0	22	2,8					2	1,6	2			17	13,9	2	1,6	8	6,6	19	15,6	
CZ071 Olomoucký	66	66,7	8	8,1	16	16,2			16	3,1	4	4,0			25	25,3	24	2,7	1		2							16	16,2	1	1,0	3	3,0	8	8,1	
CZ072 Zlínský	63	67,7	1	1,1	20	21,5	7	503	13	3,7	12	12,9			21	22,6	18	2,8	3	367			2	2,2	2			18	19,4			10	10,8	24	25,8	
CZ080 Moravskoslezský	98	62,8	12	7,7	39	25,0	3	527	36	2,7	3	1,9			43	27,6	40	2,6	3	500	1		1	0,6	1			15	9,6			12	7,7	24	15,4	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage
 aver.CZK average value in CZK

**Evaluation of collective agreements
Remuneration of employees I
classification based on regions**

in CZK/hour, % of collective agreements, % of average earnings

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	798	61,4	167	12,8	48	3,7	659	50,7	280	21,5	96,9	261	20,1	86,0	352	27,1	17,3	15,13
CZ010 Capital Prague	123	54,4	17	7,5	2	0,9	113	50,0	52	23,0	97,6	57	25,2	84,7	65	28,8	16,6	18,51
CZ020 Středočeský	39	49,4	4	5,1	2	2,5	35	44,3	10	12,7	98,0	8	10,1	77,5	16	20,3	19,9	10,67
CZ031 Jihočeský	58	69,9	12	14,5	1	1,2	51	61,4	27	32,5	96,5	25	30,1	89,4	34	41,0	19,3	16,28
CZ032 Plzeňský	44	57,9	8	10,5	12	15,8	26	34,2	18	23,7	95,6	20	26,3	85,5	15	19,7	18,1	18,32
CZ041 Karlovarský	19	57,6	6	18,2	2	6,1	16	48,5	9	27,3	97,8	6	18,2	90,0	10	30,3	20,6	20,00
CZ042 Ústecký	50	60,2	8	9,6	2	2,4	40	48,2	23	27,7	95,7	27	32,5	84,1	22	26,5	23,6	11,31
CZ051 Liberecký	26	47,3	4	7,3			23	41,8	11	20,0	97,7	6	10,9	95,8	11	20,0	14,3	24,33
CZ052 Královéhradecký	41	57,7	8	11,3	2	2,8	34	47,9	15	21,1	95,3	11	15,5	78,6	28	39,4	16,7	15,45
CZ053 Pardubický	42	65,6	11	17,2	5	7,8	31	48,4	10	15,6	98,0	8	12,5	83,1	10	15,6	15,0	16,55
CZ061 Vysočina	32	53,3	6	10,0	3	5,0	29	48,3	9	15,0	97,8	11	18,3	84,5	13	21,7	17,4	17,75
CZ062 Jihomoravský	82	67,2	22	18,0	5	4,1	64	52,5	28	23,0	98,8	18	14,8	89,4	32	26,2	16,8	15,00
CZ071 Olomoucký	67	67,7	26	26,3	2	2,0	43	43,4	12	12,1	94,2	14	14,1	87,5	28	28,3	16,1	17,50
CZ072 Zlínský	60	64,5	17	18,3	5	5,4	50	53,8	18	19,4	97,8	14	15,1	82,9	31	33,3	17,4	12,80
CZ080 Moravskoslezský	115	73,7	18	11,5	5	3,2	104	66,7	38	24,4	96,3	36	23,1	88,9	37	23,7	16,7	11,51

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the refund (of remuneration) specified as a percentage of the average earnings
 CZK/h average value of remuneration in CZK per hour

**Evaluation of collective agreements
Remuneration of employees II - working hours account, wage by the task
classification based on regions**

% of collective agreements, % of average earnings

Region NUTS 3	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC				agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		weeks	agreed in CA		% of average earnings	other form			NCA	% CA	hours	NCA	% CA
			NCA		% CA	NCA		% CA	NCA	% CA					
Total	109	8,4	46,3	15	1,2	96,1	3	0,2	6	0,5	98,3	219	16,8	105	8,1
CZ010 Capital Prague	27	11,9	50,1	2	0,9		1	0,4				19	8,4	14	6,2
CZ020 Středočeský	5	6,3	52,0									5	6,3	1	1,3
CZ031 Jihočeský	7	8,4	46,4	1	1,2							9	10,8	2	2,4
CZ032 Plzeňský	7	9,2	49,4	1	1,3		1	1,3	1	1,3		21	27,6	18	23,7
CZ041 Karlovarský	4	12,1	52,0									13	39,4	7	21,2
CZ042 Ústecký	9	10,8	49,1	2	2,4							13	15,7	5	6,0
CZ051 Liberecký	5	9,1	52,0	1	1,8							7	12,7	5	9,1
CZ052 Královéhradecký	5	7,0	49,4	2	2,8				1	1,4		16	22,5	4	5,6
CZ053 Pardubický	3	4,7	52,0	1	1,6							10	15,6	6	9,4
CZ061 Vysočina	1	1,7										7	11,7		
CZ062 Jihomoravský	7	5,7	52,0	3	2,5	100,0			3	2,5	100,0	19	15,6	7	5,7
CZ071 Olomoucký	4	4,0	39,0	1	1,0		1	1,0				24	24,2	7	7,1
CZ072 Zlínský	6	6,5	47,7									30	32,3	13	14,0
CZ080 Moravskoslezský	19	12,2	32,4	1	0,6				1	0,6		26	16,7	16	10,3

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of permanent wage specified as a percentage of the average earnings

**Evaluation of collective agreements
Remuneration of employees III
classification based on regions**

% of collective agreements

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1253	96,4	1138	87,5	630	48,5	661	50,8	888	68,3
CZ010 Capital Prague	216	95,6	180	79,6	124	54,9	93	41,2	139	61,5
CZ020 Středočeský	75	94,9	66	83,5	41	51,9	25	31,6	48	60,8
CZ031 Jihočeský	80	96,4	79	95,2	21	25,3	50	60,2	57	68,7
CZ032 Plzeňský	75	98,7	67	88,2	61	80,3	20	26,3	60	78,9
CZ041 Karlovarský	32	97,0	31	93,9	23	69,7	12	36,4	26	78,8
CZ042 Ústecký	80	96,4	75	90,4	39	47,0	52	62,7	60	72,3
CZ051 Liberecký	52	94,5	51	92,7	24	43,6	25	45,5	35	63,6
CZ052 Královéhradecký	68	95,8	64	90,1	28	39,4	28	39,4	43	60,6
CZ053 Pardubický	59	92,2	52	81,3	27	42,2	39	60,9	46	71,9
CZ061 Vysočina	54	90,0	50	83,3	14	23,3	23	38,3	28	46,7
CZ062 Jihomoravský	118	96,7	104	85,2	77	63,1	74	60,7	86	70,5
CZ071 Olomoucký	98	99,0	93	93,9	28	28,3	68	68,7	79	79,8
CZ072 Zlínský	91	97,8	84	90,3	29	31,2	51	54,8	59	63,4
CZ080 Moravskoslezský	155	99,4	142	91,0	94	60,3	101	64,7	122	78,2

Explanatory notes: NCA
% CA
*

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods

Evaluation of collective agreements
Conditions governing the activities of trade union organizations
classification based on regions

% of collective agreements

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1165	89,6	251	19,3	656	50,5	1142	87,8	996	425	667	501	229	438	33,7
CZ010 Capital Prague	209	92,5	32	14,2	99	43,8	204	90,3	177	84	123	85	48	65	28,8
CZ020 Středočeský	69	87,3	15	19,0	26	32,9	70	88,6	66	18	47	23	12	17	21,5
CZ031 Jihočeský	70	84,3	18	21,7	49	59,0	73	88,0	62	30	37	33	14	26	31,3
CZ032 Plzeňský	64	84,2	15	19,7	36	47,4	63	82,9	56	18	32	37	9	30	39,5
CZ041 Karlovarský	30	90,9	5	15,2	17	51,5	27	81,8	20	7	12	15	4	11	33,3
CZ042 Ústecký	74	89,2	19	22,9	37	44,6	70	84,3	66	26	40	36	18	24	28,9
CZ051 Liberecký	50	90,9	12	21,8	12	21,8	44	80,0	39	14	26	17	6	17	30,9
CZ052 Královéhradecký	62	87,3	9	12,7	35	49,3	65	91,5	56	23	42	19	17	26	36,6
CZ053 Pardubický	59	92,2	16	25,0	27	42,2	56	87,5	48	15	26	24	16	18	28,1
CZ061 Vysočina	55	91,7	5	8,3	28	46,7	54	90,0	51	18	39	25	3	6	10,0
CZ062 Jihomoravský	99	81,1	19	15,6	46	37,7	105	86,1	90	33	58	51	22	23	18,9
CZ071 Olomoucký	94	94,9	33	33,3	77	77,8	85	85,9	68	31	46	21	14	43	43,4
CZ072 Zlínský	85	91,4	20	21,5	62	66,7	81	87,1	61	32	32	24	25	39	41,9
CZ080 Moravskoslezský	145	92,9	33	21,2	105	67,3	145	92,9	136	76	107	91	21	93	59,6

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
A use of the employer's premises (or compensation of maintenance and operation costs)
B employer's allowances for the activities of trade unions
C room equipment (PC, copier, internet connection, phone, fax etc)
D costs of necessary materials (professional literature)
E other conditions

**Evaluation of collective agreements
Plurality of trade unions, providing information and discussing
classification based on regions**

% of collective agreements

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	76,9	120	9,2	69	5,3	35	2,7	76	5,8	288	96,0	12	4,0	989	76,1	334	25,7	847	65,2	264	20,3	
CZ010 Capital Prague	149	65,9	21	9,3	18	8,0	4	1,8	34	15,0	71	92,2	6	7,8	161	71,2	51	22,6	137	60,6	45	19,9
CZ020 Středočeský	60	75,9	12	15,2	2	2,5	2	2,5	3	3,8	19	100,0			52	65,8	12	15,2	38	48,1	15	19,0
CZ031 Jihočeský	61	73,5	7	8,4	7	8,4	1	1,2	7	8,4	20	90,9	2	9,1	58	69,9	20	24,1	48	57,8	17	20,5
CZ032 Plzeňský	56	73,7	8	10,5	5	6,6	3	3,9	4	5,3	20	100,0			60	78,9	30	39,5	50	65,8	28	36,8
CZ041 Karlovarský	27	81,8	3	9,1	1	3,0	1	3,0	1	3,0	6	100,0			24	72,7	9	27,3	17	51,5	9	27,3
CZ042 Ústecký	68	81,9	7	8,4	2	2,4	3	3,6	3	3,6	14	93,3	1	6,7	54	65,1	21	25,3	42	50,6	24	28,9
CZ051 Liberecký	48	87,3	3	5,5	2	3,6			2	3,6	7	100,0			32	58,2	7	12,7	22	40,0	5	9,1
CZ052 Královéhradecký	52	73,2	4	5,6	8	11,3	1	1,4	6	8,5	19	100,0			60	84,5	11	15,5	54	76,1	9	12,7
CZ053 Pardubický	47	73,4	12	18,8	1	1,6	4	6,3			17	100,0			46	71,9	20	31,3	34	53,1	12	18,8
CZ061 Vysočina	50	83,3	2	3,3	3	5,0	4	6,7	1	1,7	10	100,0			31	51,7	6	10,0	24	40,0	4	6,7
CZ062 Jihomoravský	96	78,7	11	9,0	5	4,1	4	3,3	6	4,9	25	96,2	1	3,8	105	86,1	49	40,2	94	77,0	15	12,3
CZ071 Olomoucký	87	87,9	4	4,0	3	3,0	2	2,0	3	3,0	11	91,7	1	8,3	84	84,8	48	48,5	78	78,8	40	40,4
CZ072 Zlínský	77	82,8	10	10,8	2	2,2	2	2,2	2	2,2	16	100,0			84	90,3	30	32,3	76	81,7	19	20,4
CZ080 Moravskoslezský	122	78,2	16	10,3	10	6,4	4	2,6	4	2,6	33	97,1	1	2,9	138	88,5	20	12,8	133	85,3	22	14,1

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 TU Trade union
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % CA* share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

**Evaluation of collective agreements
Compensation money
classification based on regions**

% of collective agreements, min. multiple, max. multiple

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	416	32,0	1,6	2,6	422	32,5	1,1	2,2	686	52,8	1,4	4,2	112	8,6	1,2	2,6	652	50,2	425	32,7	451	34,7	70	5,4	83	6,4
CZ010 Capital Prague	83	36,7	1,6	2,9	86	38,1	1,1	2,4	152	67,3	1,4	4,1	25	11,1	1,4	2,6	146	64,6	93	41,2	105	46,5	16	7,1	28	12,4
CZ020 Středočeský	20	25,3	1,4	2,3	21	26,6	1,2	2,2	36	45,6	1,4	3,1	8	10,1	1,0	2,3	32	40,5	26	32,9	15	19,0	3	3,8	2	2,5
CZ031 Jihočeský	19	22,9	1,4	2,2	20	24,1	1,2	2,0	49	59,0	1,5	7,3	6	7,2	1,7	3,7	42	50,6	30	36,1	26	31,3	7	8,4	4	4,8
CZ032 Plzeňský	19	25,0	1,3	2,3	19	25,0	1,1	2,0	39	51,3	1,3	3,7	6	7,9	1,2	3,0	36	47,4	25	32,9	30	39,5	8	10,5	3	3,9
CZ041 Karlovarský	6	18,2	1,2	2,7	6	18,2	1,0	2,5	14	42,4	1,3	3,0	2	6,1			13	39,4	9	27,3	8	24,2	1	3,0	1	3,0
CZ042 Ústecký	29	34,9	1,5	3,0	29	34,9	1,2	2,8	53	63,9	1,3	4,7	9	10,8	1,0	2,0	48	57,8	31	37,3	30	36,1	5	6,0	7	8,4
CZ051 Liberecký	7	12,7	1,6	2,4	7	12,7	1,2	2,0	23	41,8	1,2	3,1	3	5,5	1,0	2,0	20	36,4	16	29,1	11	20,0	1	1,8	3	5,5
CZ052 Královéhradecký	10	14,1	1,1	2,4	10	14,1	1,0	2,2	32	45,1	1,3	5,3	3	4,2	1,0	2,0	32	45,1	17	23,9	26	36,6	4	5,6	7	9,9
CZ053 Pardubický	8	12,5	1,5	2,8	8	12,5	1,0	2,3	17	26,6	1,3	3,9	4	6,3	1,0	2,0	18	28,1	12	18,8	12	18,8			1	1,6
CZ061 Vysočina	10	16,7	1,9	3,1	10	16,7	1,4	2,6	22	36,7	1,4	3,2	3	5,0	2,0	2,7	18	30,0	12	20,0	11	18,3				
CZ062 Jihomoravský	45	36,9	1,7	2,5	46	37,7	1,1	1,8	54	44,3	1,3	4,5	8	6,6	1,3	2,9	52	42,6	40	32,8	31	25,4	5	4,1	3	2,5
CZ071 Olomoucký	51	51,5	1,6	2,3	51	51,5	1,1	1,9	62	62,6	1,2	2,8	11	11,1	1,0	2,6	63	63,6	35	35,4	39	39,4	3	3,0	8	8,1
CZ072 Zlínský	36	38,7	1,5	3,0	36	38,7	1,1	2,5	35	37,6	1,1	3,1	5	5,4	1,0	2,0	38	40,9	15	16,1	33	35,5	1	1,1	2	2,2
CZ080 Moravskoslezský	73	46,8	1,8	2,6	73	46,8	1,3	2,1	98	62,8	1,6	5,1	19	12,2	1,3	3,0	94	60,3	64	41,0	74	47,4	16	10,3	14	9,0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 min. average minimum multiple of the increased compensation money
 max. average maximum multiple of the increased compensation money
 AE average earning

**Evaluation of collective agreements
Working hours and holidays
classification based on regions**

in hours per week, in days

Region NUTS 3	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
			NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA			NCA	% CA	% CA	days	% CA
	hours/week	hours/week						hours/week	hours/week	% CA	% CA			% CA						
Total	1222	94,0	836	64,3	38,0	386	29,7	39,6	38,29	37,4	37,2	333	25,6	1116	85,8	7,0	3,5	77,8	1,2	0,1
CZ010 Capital Prague	202	89,4	96	42,5	38,6	106	46,9	39,5	38,22	37,3	37,1	68	30,1	204	90,3	4,0	3,8	85,0	1,3	
CZ020 Středočeský	70	88,6	51	64,6	38,0	19	24,1	39,7	38,55	37,5	37,4	10	12,7	67	84,8	6,3	2,0	78,5		
CZ031 Jihočeský	79	95,2	47	56,6	38,4	32	38,6	39,2	38,10	37,2	37,0	27	32,5	71	85,5	2,4	3,0	84,3		
CZ032 Plzeňský	73	96,1	54	71,1	37,9	19	25,0	39,8	38,16	37,4	37,4	15	19,7	68	89,5	10,5	3,8	77,6	1,3	
CZ041 Karlovarský	30	90,9	19	57,6	38,0	11	33,3	40,0	38,61	37,5	37,4	3	9,1	24	72,7	6,1	3,5	66,7		
CZ042 Ústecký	81	97,6	59	71,1	37,6	22	26,5	39,5	38,21	37,4	37,4	24	28,9	74	89,2	7,2	5,0	74,7	7,2	
CZ051 Liberecký	46	83,6	34	61,8	38,1	12	21,8	39,6	38,02	37,5	37,5	14	25,5	47	85,5	7,3	4,3	76,4	1,8	
CZ052 Královéhradecký	70	98,6	51	71,8	38,0	19	26,8	39,6	38,36	37,5	37,3	22	31,0	59	83,1	5,6	4,3	77,5		
CZ053 Pardubický	60	93,8	35	54,7	38,1	25	39,1	40,0	38,35	37,5	37,5	8	12,5	54	84,4	15,6	2,8	70,3	1,6	
CZ061 Vysočina	58	96,7	41	68,3	38,2	17	28,3	39,7	38,13	37,5	37,5	5	8,3	48	80,0	5,0	1,3	73,3	1,7	
CZ062 Jihomoravský	116	95,1	90	73,8	38,1	26	21,3	39,9	38,46	37,5	37,4	18	14,8	106	86,9	9,8	2,6	75,4	1,6	
CZ071 Olomoucký	98	99,0	83	83,8	37,7	15	15,2	39,3	37,84	37,1	37,0	34	34,3	72	72,7	8,1	3,8	63,6		1,0
CZ072 Zlínský	91	97,8	55	59,1	37,9	36	38,7	39,7	38,60	37,5	37,4	16	17,2	81	87,1	1,1	3,0	86,0		
CZ080 Moravskoslezský	148	94,9	121	77,6	37,8	27	17,3	39,3	38,38	37,4	37,2	69	44,2	141	90,4	10,9	4,3	79,5		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 hours/week average length of working hours
 days average number of days added to a holiday (unless indicated in weeks)

**Evaluation of collective agreements
Overtime, organization of working hours
classification based on regions**

in hours per year, in weeks

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	7	0,5	80	893	68,7	50,2	531	40,8	47,7
CZ010 Capital Prague	1	0,4		159	70,4	49,2	111	49,1	46,3
CZ020 Středočeský				45	57,0	50,2	28	35,4	45,9
CZ031 Jihočeský				59	71,1	49,7	35	42,2	47,5
CZ032 Plzeňský	1	1,3		57	75,0	51,5	23	30,3	47,3
CZ041 Karlovarský				30	90,9	50,1	15	45,5	46,1
CZ042 Ústecký	1	1,2		49	59,0	50,4	39	47,0	48,2
CZ051 Liberecký				30	54,5	48,1	15	27,3	48,5
CZ052 Královéhradecký				45	63,4	50,8	25	35,2	47,3
CZ053 Pardubický	2	3,1		45	70,3	50,3	23	35,9	44,1
CZ061 Vysočina	1	1,7		37	61,7	49,5	20	33,3	49,4
CZ062 Jihomoravský	1	0,8		82	67,2	51,0	36	29,5	49,2
CZ071 Olomoucký				79	79,8	50,1	49	49,5	49,1
CZ072 Zlínský				69	74,2	50,9	28	30,1	49,2
CZ080 Moravskoslezský				107	68,6	50,9	84	53,8	48,8

Explanatory notes: NCA

% CA

hours/year

weeks

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**Evaluation of collective agreements
Employment rate I
classification based on regions**

% of collective agreements

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	28	2,2	28	2,2	48	3,7	91	7,0
CZ010 Capital Prague	4	1,8	2	0,9	9	4,0	25	11,1
CZ020 Středočeský	1	1,3	2	2,5	1	1,3	2	2,5
CZ031 Jihočeský	4	4,8	1	1,2	2	2,4	12	14,5
CZ032 Plzeňský	2	2,6	6	7,9	1	1,3	5	6,6
CZ041 Karlovarský	1	3,0	1	3,0			1	3,0
CZ042 Ústecký	4	4,8	2	2,4	8	9,6	8	9,6
CZ051 Liberecký	5	9,1	1	1,8	2	3,6	1	1,8
CZ052 Královéhradecký			1	1,4	2	2,8	1	1,4
CZ053 Pardubický			1	1,6	2	3,1	1	1,6
CZ061 Vysočina	1	1,7	1	1,7	2	3,3	2	3,3
CZ062 Jihomoravský			2	1,6	6	4,9	5	4,1
CZ071 Olomoucký			2	2,0	4	4,0	17	17,2
CZ072 Zlínský	2	2,2	1	1,1	2	2,2	6	6,5
CZ080 Moravskoslezský	4	2,6	5	3,2	7	4,5	5	3,2

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Evaluation of collective agreements
Employment rate II
classification based on regions**

% of collective agreements

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work											
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work	work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	435	33,5	9	0,7	428	32,9	10	0,8	9	0,7	8	0,6									1	0,1
CZ010 Capital Prague	81	35,8	1	0,4	80	35,4	2	0,9	3	1,3	3	1,3										
CZ020 Středočeský	26	32,9	3	3,8	24	30,4	1	1,3	1	1,3	1	1,3										
CZ031 Jihočeský	33	39,8			33	39,8																
CZ032 Plzeňský	24	31,6			24	31,6	1	1,3	1	1,3	1	1,3										
CZ041 Karlovarský	4	12,1			4	12,1																
CZ042 Ústecký	29	34,9	1	1,2	28	33,7	1	1,2														
CZ051 Liberecký	5	9,1			4	7,3	1	1,8	1	1,8	1	1,8										
CZ052 Královéhradecký	19	26,8			19	26,8			1	1,4	1	1,4										
CZ053 Pardubický	21	32,8	1	1,6	21	32,8																
CZ061 Vysočina	25	41,7			24	40,0	1	1,7	1	1,7											1	1,7
CZ062 Jihomoravský	21	17,2	1	0,8	21	17,2	1	0,8	1	0,8	1	0,8										
CZ071 Olomoucký	50	50,5			50	50,5																
CZ072 Zlínský	32	34,4			32	34,4																
CZ080 Moravskoslezský	65	41,7	2	1,3	64	41,0	2	1,3														

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed

% CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Evaluation of collective agreements
Working conditions and benefits I
classification based on regions**

% of collective agreements, aver. CZK, aver. % of the price of meal

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1211	93,2	34,00	54,6	13,12	26,5	35,10	56,1	269	216	16,6	38	2,9	26	2,0
CZ010 Capital Prague	209	92,5	36,72	54,5	16,53	21,6	42,83	60,0	42	33	14,6	4	1,8	3	1,3
CZ020 Středočeský	72	91,1	32,15	54,3	11,95	15,0	32,25	54,8	24	12	15,2	1	1,3	1	1,3
CZ031 Jihočeský	80	96,4	34,44	54,7	17,04	47,5	24,55	55,0	20	15	18,1	1	1,2	3	3,6
CZ032 Plzeňský	72	94,7	33,00	54,7	11,20		28,50	55,3	28	6	7,9	1	1,3		
CZ041 Karlovarský	29	87,9	26,67	55,0	7,60		34,11	55,0	10	9	27,3	1	3,0	2	6,1
CZ042 Ústecký	76	91,6	34,75	54,9	11,12		38,86	55,5	12	22	26,5	5	6,0	3	3,6
CZ051 Liberecký	53	96,4	36,25	54,9	13,00	34,0	37,02	58,8	16	13	23,6	3	5,5	1	1,8
CZ052 Královéhradecký	66	93,0	39,15	54,3	17,28		39,67	54,0	16	15	21,1	2	2,8		
CZ053 Pardubický	56	87,5	40,00	54,3	10,10		29,00	54,2	22	9	14,1	2	3,1	1	1,6
CZ061 Vysočina	56	93,3	37,80	54,3	11,75		17,50	55,0	13	11	18,3			1	1,7
CZ062 Jihomoravský	115	94,3	28,02	54,5	12,67	21,1	37,08	57,2	16	24	19,7	6	4,9	5	4,1
CZ071 Olomoucký	90	90,9	28,25	54,6	7,99	22,3	29,58	54,6	20	12	12,1	2	2,0	2	2,0
CZ072 Zlínský	91	97,8	38,10	54,7	10,49		30,36	55,0	10	14	15,1	10	10,8	2	2,2
CZ080 Moravskoslezský	146	93,6	29,50	54,8	9,44	15,0	33,27	54,4	20	21	13,5			2	1,3

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK

average contribution specified as a percentage of the price of a meal

**Evaluation of collective agreements
Working conditions and benefits II
classification based on regions**

% of collective agreements, aver. CZK/month, average MBA

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision	agreed in CA		amount allowed		conditions for his provision			
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month		average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA
Total	36	2,8	49	3,8	475	65,0	277	21,3	757	58,2	394	634	3,0	576	44,3	275	21,2	428	611	222	17,1
CZ010 Capital Prague	23	10,2	9	4,0	454	72,5	50	22,1	147	65,0	433	743	3,3	120	53,1	63	27,9	457	677	51	22,6
CZ020 Středočeský							14	17,7	53	67,1	390	596	3,0	35	44,3	26	32,9	462	645	18	22,8
CZ031 Jihočeský			14	16,9	540	35,0	21	25,3	60	72,3	369	655	2,9	49	59,0	21	25,3	499	682	16	19,3
CZ032 Plzeňský			5	6,6	410		23	30,3	48	63,2	388	556	2,7	41	53,9	15	19,7	328	455	13	17,1
CZ041 Karlovarský			1	3,0			6	18,2	17	51,5	269	368	2,2	14	42,4	3	9,1	867	867	3	9,1
CZ042 Ústecký	2	2,4					13	15,7	54	65,1	466	654	3,7	46	55,4	21	25,3	440	681	16	19,3
CZ051 Liberecký	1	1,8	2	3,6			7	12,7	27	49,1	317	571	2,8	19	34,5	6	10,9	342	594	5	9,1
CZ052 Královéhradecký			1	1,4			18	25,4	46	64,8	417	666	2,9	34	47,9	12	16,9	386	508	11	15,5
CZ053 Pardubický	1	1,6	1	1,6			11	17,2	33	51,6	312	655	2,9	27	42,2	12	18,8	285	594	9	14,1
CZ061 Vysočina	2	3,3					10	16,7	30	50,0	396	543	2,8	23	38,3	7	11,7	394	624	5	8,3
CZ062 Jihomoravský	2	1,6	3	2,5	500		24	19,7	62	50,8	384	530	2,8	42	34,4	26	21,3	363	551	21	17,2
CZ071 Olomoucký	1	1,0	4	4,0	553	30,0	21	21,2	51	51,5	441	725	3,0	32	32,3	18	18,2	487	622	17	17,2
CZ072 Zlínský			4	4,3	187	40,0	17	18,3	38	40,9	438	698	2,8	26	28,0	13	14,0	432	585	11	11,8
CZ080 Moravskoslezský	4	2,6	5	3,2	500	62,5	42	26,9	91	58,3	329	565	2,7	68	43,6	32	20,5	403	499	26	16,7

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK per month

average contribution specified as a percentage of the price of a fare

average contribution specified as a percentage of the monthly basis of assessment

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - creation
classification based on regions**

average %, average CZK

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	404	31,1	54	2,1	30	2 514	88	1,8	208	136	3 086	203	15,6	46	6 106	8	2,6	107	96	2 146	
CZ010 Capital Prague	82	36,3	17	2,1	2		35	1,9	25	24	6 903	41	18,1	18	6 700	1		18	13	2 743	
CZ020 Středočeský	20	25,3	2		3	667	5	1,9	9	7	1 472	4	5,1	2				3			
CZ031 Jihočeský	48	57,8	7	2,1	8	5 838	14	1,6	20	13	1 201	11	13,3	3	2 200			5	4	185	
CZ032 Plzeňský	28	36,8	2		1		3	1,7	22	6	1 610	3	3,9					1	2		
CZ041 Karlovarský	7	21,2	4	2,1	1				2	4	8 473	5	15,2	1		1			4	2 358	
CZ042 Ústecký	27	32,5	6	2,8	2		3	2,5	13	12	1 867	16	19,3	4	7 175	1		5	12	2 261	
CZ051 Liberecký	15	27,3	1		2		1		10	7	1 965	10	18,2			2		8	5	5 146	
CZ052 Královéhradecký	24	33,8	2		1		5	1,7	14	7	880	7	9,9			1		3	4	1 920	
CZ053 Pardubický	18	28,1			1		1		13	7	871	7	10,9	1				5	3	2 821	
CZ061 Vysočina	18	30,0	1		3	1 400	2		10	7	1 376	5	8,3					5	1		
CZ062 Jihomoravský	36	29,5	7	1,9	2		7	1,9	18	13	1 143	28	23,0	2		1		19	18	1 445	
CZ071 Olomoucký	17	17,2	2				4	1,9	9	6	1 392	13	13,1	2				7	8	1 966	
CZ072 Zlínský	24	25,8	2		4	1 375	5	2,2	10	11	3 480	31	33,3	8	1 050	1		21	7	140	
CZ080 Moravskoslezský	40	25,6	1				3	1,7	33	12	5 416	22	14,1	5	14 675			7	15	2 230	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 PVWR planned volume of wage resources and other personnel costs
 aver.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - use
classification based on regions**

aver. % of the total creation, % of collective agreements

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	10,18	5,23	2,78	21,62	5,37	4,11	0,54	4,48	2,15	35,42	8,11	380	29,2	133	10,2
CZ010 Capital Prague	8,51	2,83	2,26	23,32	2,63	0,77	0,40	4,21	1,68	49,52	3,87	86	38,1	42	18,6
CZ020 Středočeský	6,26		14,94	20,49	1,11	2,73		15,53	0,40	30,31	8,23	15	19,0	5	6,3
CZ031 Jihočeský	12,93	1,77	7,28	20,46	1,90	4,16		3,30	9,89	9,65	28,66	37	44,6	11	13,3
CZ032 Plzeňský	55,51	3,00		27,75	0,15	1,08	2,17		0,43	1,78	8,13	19	25,0	7	9,2
CZ041 Karlovarský	7,24	2,24		4,71	6,15	1,62		12,73	0,52	56,66	8,14	8	24,2	1	3,0
CZ042 Ústecký	7,16	14,86	7,17	15,10	3,70	4,31	0,70	6,57	3,17	22,22	15,04	30	36,1	16	19,3
CZ051 Liberecký	14,66	2,12	2,17	15,90	1,94	1,69		3,75	2,30	54,19	1,29	19	34,5	2	3,6
CZ052 Královéhradecký	4,10	2,02	2,02	35,26	2,46	4,44		1,16	6,39	16,00	26,14	18	25,4	6	8,5
CZ053 Pardubický	9,27	1,92	4,46	22,15	0,38	0,88		1,37	4,12	54,03	1,41	15	23,4	1	1,6
CZ061 Vysočina	6,28	13,92	2,19	37,60	1,09	13,66	12,44	8,17	0,41	0,24	4,01	21	35,0		
CZ062 Jihomoravský	13,20	2,76	2,32	27,39	0,56	10,03		4,26	3,19	26,96	9,32	44	36,1	14	11,5
CZ071 Olomoucký	3,81	7,33		43,77	0,71	9,37		6,80	6,52	21,47	0,23	21	21,2	8	8,1
CZ072 Zlínský	14,61	16,41	1,10	31,32	2,53	7,38		2,80	1,04	20,08	2,73	19	20,4	6	6,5
CZ080 Moravskoslezský	5,62	5,14	3,15	14,21	20,98	7,60		1,15	0,81	26,13	15,21	28	17,9	14	9,0

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average percentage of use for this purpose of the total creation of the fund
A	recreation - contribution to employees and family members
B	medical services - spas, rehabilitation
C	loans to employees to cover their housing needs
D	contribution to corporate catering
E	social assistance, social loans
F	remunerations for work and life anniversaries
G	contribution to transport to and from work
H	contributions to sporting and cultural events
I	contribution to trade union organization
J	other use
K	balance

**Evaluation of collective agreements
Obstacles to work
classification based on regions**

in days, % of average earnings, % of collective agreements

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																													
	wage compensation for the first 3 days of the inability				wage compensation from the fourth day of inability exceeding the level stated in LC					Type of personal obstacle																													
	agreed in CA		compensation amount		other form of compensation			agreed in CA		compensation amount			A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			
Total	97	7,5	58,2	253	27	2,1	4	0,3	73,8	549	42,2	1,2	464	35,7	1,3	724	55,7	2,0	295	22,7	6,2	364	28,0	1,2	180	13,8	3,7	270	20,8	3,9	90	6,9	2,5	555	42,7				
CZ010 Capital Prague	36	15,9	55,7	306	4	1,8				95	42,0	1,2	73	32,3	1,4	119	52,7	1,9	74	32,7	5,2	51	22,6	1,3	44	19,5	3,5	60	26,5	4,8	21	9,3	3,3	108	47,8				
CZ020 Středočeský	3	3,8	70,0	200	2	2,5	1	1,3		29	36,7	1,3	27	34,2	1,2	42	53,2	1,9	14	17,7	7,4	17	21,5	1,2	6	7,6	3,7	19	24,1	2,6	5	6,3	2,0	19	24,1				
CZ031 Jihočeský	10	12,0	100,0	200						41	49,4	1,5	35	42,2	1,4	51	61,4	2,0	21	25,3	5,0	28	33,7	1,3	12	14,5	3,9	28	33,7	3,6	1	1,2		31	37,3				
CZ032 Plzeňský	3	3,9	25,0	250	1	1,3				29	38,2	1,0	32	42,1	1,2	41	53,9	2,5	13	17,1	5,7	24	31,6	1,0	7	9,2	3,6	11	14,5	5,6	3	3,9	2,3	27	35,5				
CZ041 Karlovarský	2	6,1								10	30,3	1,4	12	36,4	1,2	17	51,5	1,6	12	36,4	8,7	8	24,2	1,3	4	12,1	4,0	6	18,2	5,8	6	18,2	1,5	9	27,3				
CZ042 Ústecký	9	10,8	68,8	250	3	3,6				38	45,8	1,2	29	34,9	1,4	52	62,7	1,6	34	41,0	9,6	35	42,2	1,3	21	25,3	3,9	16	19,3	2,8	15	18,1	2,3	34	41,0				
CZ051 Liberecký	1	1,8			1	1,8				19	34,5	1,3	14	25,5	1,3	28	50,9	2,3	14	25,5	8,1	8	14,5	1,1	5	9,1	2,8	6	10,9	3,8	8	14,5	2,4	18	32,7				
CZ052 Královéhradecký	8	11,3	56,0	187	1	1,4				20	28,2	1,1	24	33,8	1,3	33	46,5	1,6	10	14,1	6,1	17	23,9	1,1	6	8,5	4,3	7	9,9	5,9	3	4,2	1,0	28	39,4				
CZ053 Pardubický							1	1,6		23	35,9	1,1	17	26,6	1,1	34	53,1	1,9	13	20,3	7,1	12	18,8	1,0	5	7,8	4,0	5	7,8	3,6	2	3,1		15	23,4				
CZ061 Vysočina	5	8,3	51,8		3	5,0				21	35,0	1,4	18	30,0	1,4	34	56,7	2,3	12	20,0	3,4	8	13,3	1,0	7	11,7	3,7	9	15,0	4,4	2	3,3		26	43,3				
CZ062 Jihomoravský	5	4,1	60,0		4	3,3				46	37,7	1,3	45	36,9	1,3	63	51,6	1,9	22	18,0	5,9	36	29,5	1,2	13	10,7	3,8	23	18,9	3,4	5	4,1	2,6	39	32,0				
CZ071 Olomoucký	6	6,1	53,8	200	4	4,0				51	51,5	1,3	38	38,4	1,2	58	58,6	2,3	11	11,1	3,5	37	37,4	1,1	10	10,1	3,5	5	5,1	3,4	2	2,0		64	64,6				
CZ072 Zlínský	1	1,1					1	1,1		54	58,1	1,2	48	51,6	1,3	60	64,5	2,5	13	14,0	5,2	33	35,5	1,1	11	11,8	3,2	12	12,9	4,3	1	1,1		63	67,7				
CZ080 Moravskoslezský	8	5,1	56,7	200	4	2,6	1	0,6		73	46,8	1,1	52	33,3	1,2	92	59,0	1,7	32	20,5	5,6	50	32,1	1,3	29	18,6	3,9	63	40,4	3,3	16	10,3	2,8	74	47,4				

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 days average extent of time off (in days)
 A one's own wedding
 B birth of a child to the wife of an employee
 C death of a direct relative
 D escorting a disabled child to a health or social care provider
 E moving house

F looking for a new job
 G for mothers caring for a child (per year)
 H care for a family member (per year)
 I other obstacles

Evaluation of collective agreements
Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on regions

% of collective agreements

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA

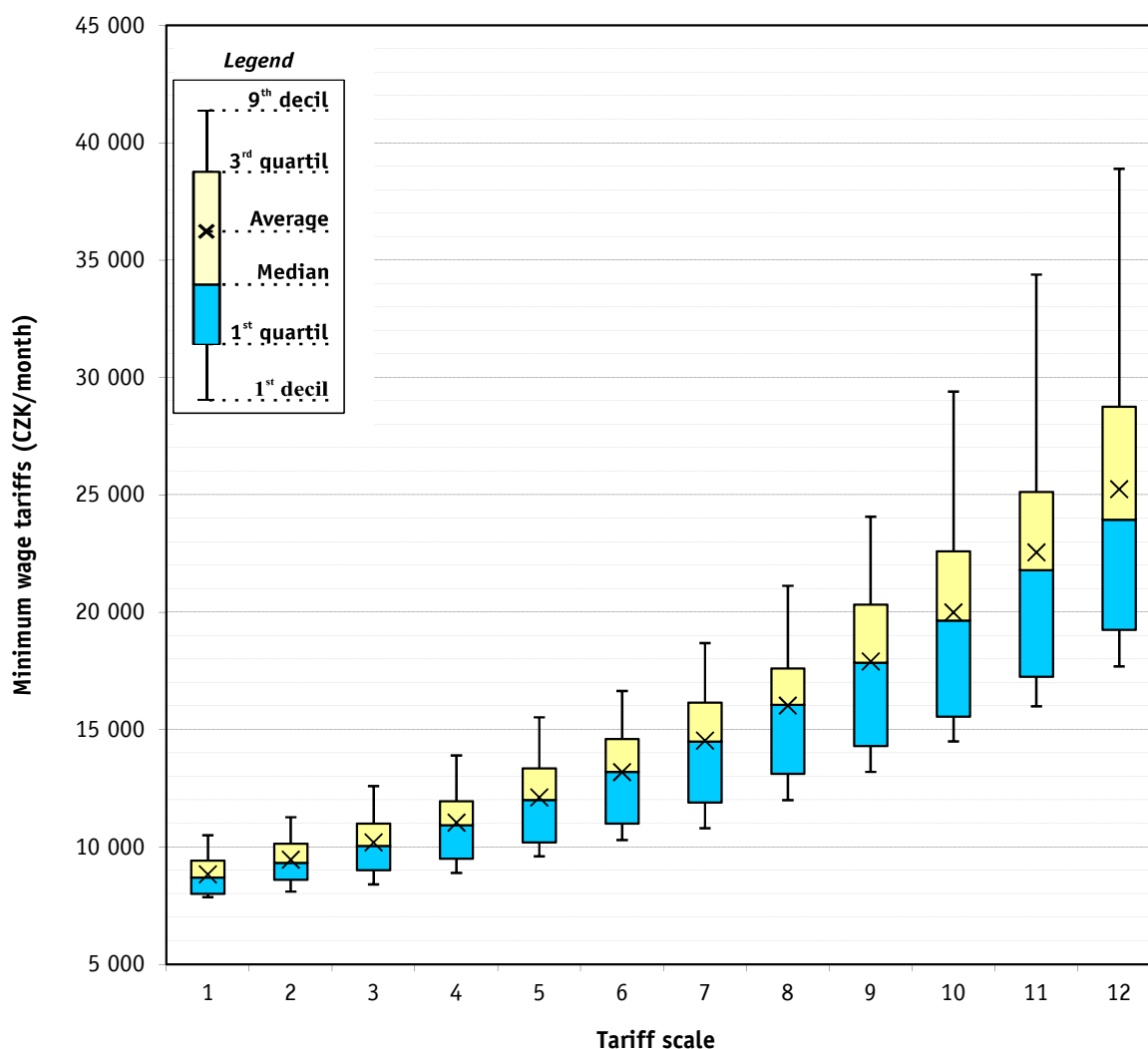
Total	429	33,0	21	1,6	438	33,7	1079	83,0	628	48,3	6	0,5	18	1,4
CZ010 Capital Prague	93	41,2	3	1,3	88	38,9	181	80,1	90	39,8	4	1,8	4	1,8
CZ020 Středočeský	22	27,8	5	6,3	14	17,7	62	78,5	26	32,9	1	1,3		
CZ031 Jihočeský	25	30,1			13	15,7	68	81,9	53	63,9				
CZ032 Plzeňský	15	19,7			26	34,2	70	92,1	38	50,0			2	2,6
CZ041 Karlovarský	8	24,2			6	18,2	28	84,8	15	45,5				
CZ042 Ústecký	30	36,1	1	1,2	23	27,7	71	85,5	41	49,4				
CZ051 Liberecký	3	5,5			13	23,6	44	80,0	27	49,1				
CZ052 Královéhradecký	18	25,4	2	2,8	16	22,5	45	63,4	35	49,3				
CZ053 Pardubický	20	31,3	1	1,6	19	29,7	44	68,8	23	35,9				
CZ061 Vysočina	11	18,3	1	1,7	17	28,3	44	73,3	34	56,7				
CZ062 Jihomoravský	31	25,4			31	25,4	93	76,2	56	45,9	1	0,8	1	0,8
CZ071 Olomoucký	42	42,4	6	6,1	19	19,2	93	93,9	44	44,4			1	1,0
CZ072 Zlínský	36	38,7	2	2,2	66	71,0	90	96,8	43	46,2			10	10,8
CZ080 Moravskoslezský	75	48,1			87	55,8	146	93,6	103	66,0				

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

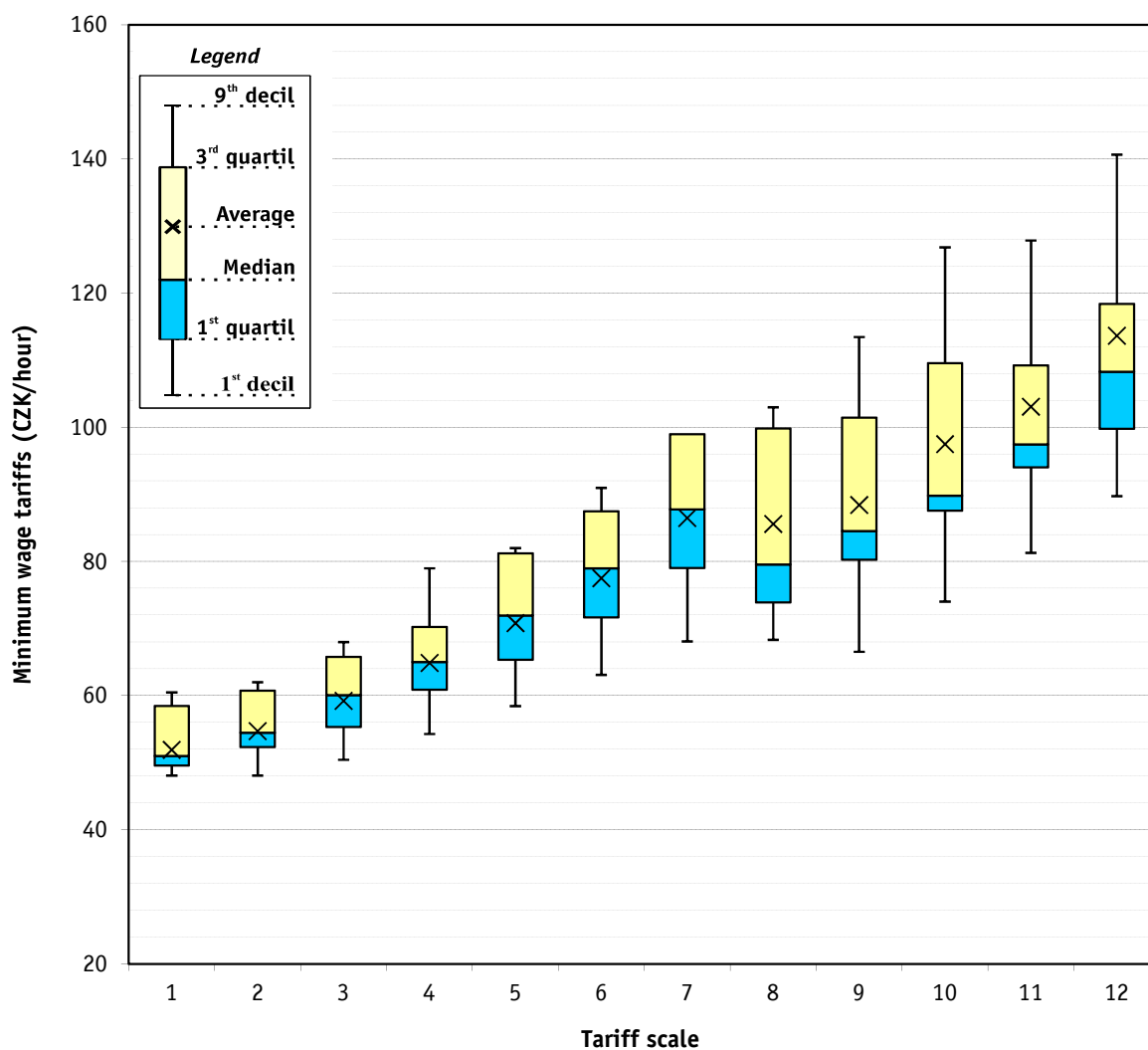
Evaluation of collective agreements
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	110	10 049	8 400	8 550	9 290	11 000	12 773
Tariff scale 1	317	8 836	7 865	8 000	8 700	9 420	10 500
Tariff scale 2	322	9 465	8 100	8 605	9 330	10 140	11 270
Tariff scale 3	325	10 197	8 405	9 015	10 050	11 000	12 600
Tariff scale 4	330	11 041	8 900	9 500	10 925	11 950	13 901
Tariff scale 5	335	12 111	9 600	10 200	12 005	13 350	15 526
Tariff scale 6	335	13 192	10 300	11 000	13 195	14 600	16 650
Tariff scale 7	336	14 531	10 800	11 900	14 500	16 155	18 685
Tariff scale 8	348	16 023	12 000	13 125	16 060	17 605	21 130
Tariff scale 9	338	17 903	13 200	14 300	17 850	20 333	24 075
Tariff scale 10	336	19 995	14 500	15 560	19 650	22 600	29 400
Tariff scale 11	335	22 551	16 000	17 260	21 800	25 132	34 390
Tariff scale 12	333	25 245	17 700	19 250	23 950	28 760	38 900



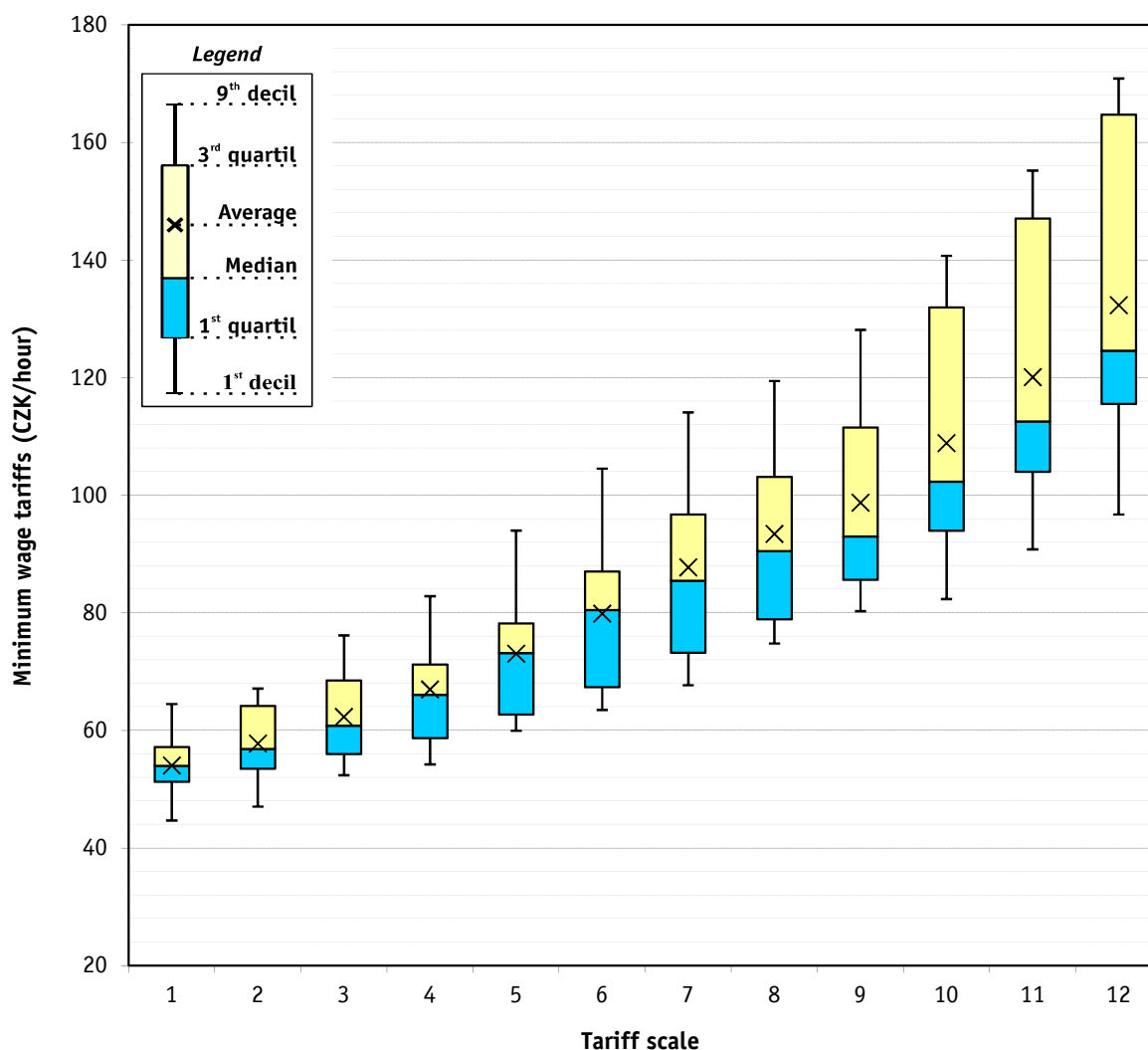
Evaluation of collective agreements
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	16	60,32	49,75	51,95	64,15	66,00	66,00
Tariff scale 1	93	51,94	48,10	49,60	51,00	58,50	60,50
Tariff scale 2	93	54,73	48,10	52,35	54,50	60,75	62,00
Tariff scale 3	93	59,25	50,45	55,35	60,10	65,80	68,00
Tariff scale 4	93	64,90	54,30	60,90	65,05	70,25	79,00
Tariff scale 5	93	70,81	58,45	65,35	71,95	81,25	82,00
Tariff scale 6	93	77,52	63,10	71,70	79,00	87,50	91,00
Tariff scale 7	92	86,51	68,10	79,05	87,80	99,00	99,00
Tariff scale 8	26	85,63	68,35	73,90	79,55	99,85	103,03
Tariff scale 9	17	88,43	66,55	80,30	84,55	101,45	113,49
Tariff scale 10	17	97,51	74,05	87,60	89,85	109,60	126,85
Tariff scale 11	16	103,11	81,30	94,05	97,50	109,25	127,88
Tariff scale 12	16	113,66	89,75	99,80	108,30	118,45	140,67



Evaluation of collective agreements
Comprehensive characteristics - minimum wage and hourly wage scales at 37.5 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	41	59,44	52,10	54,50	58,20	62,30	70,12
Tariff scale 1	145	54,05	44,70	51,30	54,00	57,20	64,50
Tariff scale 2	149	57,80	47,05	53,50	56,85	64,20	67,15
Tariff scale 3	153	62,31	52,40	56,00	60,80	68,50	76,20
Tariff scale 4	154	66,97	54,25	58,70	66,05	71,20	82,85
Tariff scale 5	154	73,05	59,95	62,70	73,15	78,20	94,00
Tariff scale 6	151	79,87	63,50	67,40	80,50	87,05	104,55
Tariff scale 7	147	87,77	67,70	73,25	85,50	96,75	114,10
Tariff scale 8	87	93,46	74,80	78,90	90,50	103,15	119,45
Tariff scale 9	59	98,77	80,30	85,65	93,00	111,55	128,15
Tariff scale 10	49	108,90	82,35	94,00	102,35	132,00	140,75
Tariff scale 11	42	120,12	90,80	104,00	112,55	147,10	155,25
Tariff scale 12	42	132,36	96,75	115,55	124,60	164,75	170,90



**Evaluation of collective agreements
Year-on-year comparison - monthly wage scales**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	06/05	07/06	08/07	09/08	10/09	11/10	12/11	06/05	07/06	08/07	09/08	10/09	11/10	12/11
Tariff scale 1	107,0	104,8	105,8	102,3	100,9	102,6	102,6	104,3	101,8	99,2	101,3	99,4	100,7	100,5
Tariff scale 2	106,7	105,3	106,4	102,7	101,3	102,5	102,6	104,0	102,3	99,7	101,7	99,8	100,5	100,5
Tariff scale 3	106,3	105,9	106,7	102,9	101,6	102,3	102,9	103,6	103,0	100,0	101,8	100,0	100,3	100,8
Tariff scale 4	105,3	106,5	106,7	102,9	102,3	102,0	102,9	102,7	103,5	99,9	101,8	100,8	100,1	100,8
Tariff scale 5	105,0	106,7	106,7	103,5	102,1	101,8	103,2	102,4	103,7	100,0	102,4	100,6	99,8	101,0
Tariff scale 6	105,8	106,7	106,9	103,1	102,4	101,7	103,0	103,2	103,7	100,2	102,1	100,8	99,8	100,8
Tariff scale 7	105,9	106,6	107,5	103,1	102,4	101,5	103,0	103,2	103,6	100,7	102,1	100,9	99,6	100,8
Tariff scale 8	106,3	106,1	107,4	103,6	102,4	101,6	102,9	103,6	103,1	100,6	102,6	100,9	99,7	100,7
Tariff scale 9	106,6	104,8	108,5	103,5	102,2	103,1	103,1	103,9	101,9	101,7	102,4	100,6	101,1	100,9
Tariff scale 10	106,7	104,0	109,3	103,4	102,2	104,2	103,0	104,0	101,0	102,4	102,3	100,7	102,3	100,8
Tariff scale 11	107,3	103,1	110,1	103,9	101,3	105,1	103,5	104,6	100,2	103,2	102,8	99,8	103,1	101,4
Tariff scale 12	107,8	102,4	109,2	105,6	100,8	106,0	102,8	105,1	99,5	102,3	104,5	99,3	103,9	100,6

Inflation rate per individual year	2005	2006	2007	2008	2009	2010	2011	2012
	1,9	2,5	2,8	6,3	1,0	1,5	1,9	2,1*

* Year-on-year inflation rate - data from January 2012
source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - hourly wage scales (40 hours/week)**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	06/05	07/06	08/07	09/08	10/09	11/10	12/11	06/05	07/06	08/07	09/08	10/09	11/10	12/11
Tariff scale 1	106,3	107,4	104,9	102,1	101,1	104,0	100,3	103,6	104,4	98,3	101,1	99,6	102,1	98,2
Tariff scale 2	106,8	107,5	104,7	102,9	100,7	103,2	100,3	104,1	104,5	98,1	101,9	99,2	101,3	98,2
Tariff scale 3	106,8	107,8	104,9	103,2	101,2	104,3	100,2	104,1	104,8	98,2	102,2	99,7	102,3	98,1
Tariff scale 4	106,0	108,7	104,5	103,6	101,8	105,3	100,1	103,3	105,7	97,9	102,6	100,3	103,3	98,0
Tariff scale 5	106,4	109,8	104,3	103,8	102,2	104,4	100,5	103,8	106,7	97,8	102,8	100,7	102,4	98,4
Tariff scale 6	107,4	109,7	103,9	103,9	102,4	104,2	100,6	104,7	106,6	97,3	102,8	100,8	102,2	98,5
Tariff scale 7	107,6	110,2	104,1	104,4	101,5	105,7	100,5	104,9	107,1	97,5	103,4	100,0	103,7	98,4
Tariff scale 8	109,8	108,0	104,9	103,2	98,6	100,3	101,7	107,1	105,0	98,3	102,2	97,1	98,4	99,5
Tariff scale 9	111,6	105,8	104,1	106,0	93,5	101,2	101,5	108,8	102,9	97,5	105,0	92,1	99,3	99,4
Tariff scale 10	112,9	104,3	104,5	107,5	91,3	102,3	101,1	110,1	101,4	97,9	106,4	89,9	100,3	99,0
Tariff scale 11	117,4	95,8	104,4	113,0	92,4	96,3	101,3	114,5	93,2	97,8	111,9	91,0	94,5	99,1
Tariff scale 12	120,9	92,3	106,0	113,3	94,3	93,1	100,8	117,8	89,7	99,3	112,2	92,9	91,3	98,6

Inflation rate per individual year	2005	2006	2007	2008	2009	2010	2011	2012
	1,9	2,5	2,8	6,3	1,0	1,5	1,9	2,1*

* Year-on-year inflation rate - data from January 2012
source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - hourly wage scales (37,5 hours/week)**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	06/05	07/06	08/07	09/08	10/09	11/10	12/11	06/05	07/06	08/07	09/08	10/09	11/10	12/11
Tariff scale 1	108,4	104,3	106,6	101,1	100,8	102,7	102,1	105,7	101,4	99,9	100,1	99,3	100,8	99,9
Tariff scale 2	108,3	104,9	106,4	101,5	101,4	102,9	102,1	105,6	102,0	99,7	100,5	99,9	101,0	99,9
Tariff scale 3	104,5	105,4	106,2	102,5	101,0	102,9	102,6	101,9	102,5	99,5	101,4	99,5	101,0	100,4
Tariff scale 4	107,6	105,5	105,8	103,2	100,8	102,9	102,2	104,9	102,6	99,1	102,1	99,3	101,0	100,0
Tariff scale 5	107,9	104,5	106,2	104,1	100,6	102,8	102,3	105,2	101,6	99,5	103,0	99,1	100,8	100,2
Tariff scale 6	108,2	104,0	106,3	103,1	101,7	102,9	102,3	105,5	101,1	99,6	102,1	100,2	101,0	100,1
Tariff scale 7	108,2	103,1	107,3	103,3	101,3	103,1	102,3	105,5	100,2	100,5	102,2	99,8	101,1	100,1
Tariff scale 8	108,5	102,8	106,3	103,7	102,1	102,5	99,9	105,8	100,0	99,6	102,6	100,5	100,6	97,8
Tariff scale 9	109,4	100,0	106,9	102,8	102,2	102,7	100,2	106,7	97,2	100,1	101,8	100,6	100,8	98,1
Tariff scale 10	109,4	101,7	107,0	102,2	103,5	101,2	99,9	106,7	98,8	100,3	101,2	102,0	99,3	97,8
Tariff scale 11	111,7	98,9	108,2	101,7	104,3	100,9	100,0	108,9	96,1	101,4	100,7	102,7	98,9	97,9
Tariff scale 12	113,1	96,9	108,5	101,3	104,7	100,8	98,9	110,2	94,2	101,7	100,3	103,1	98,9	96,9

Inflation rate per individual year	2005	2006	2007	2008	2009	2010	2011	2012
	1,9	2,5	2,8	6,3	1,0	1,5	1,9	2,1*

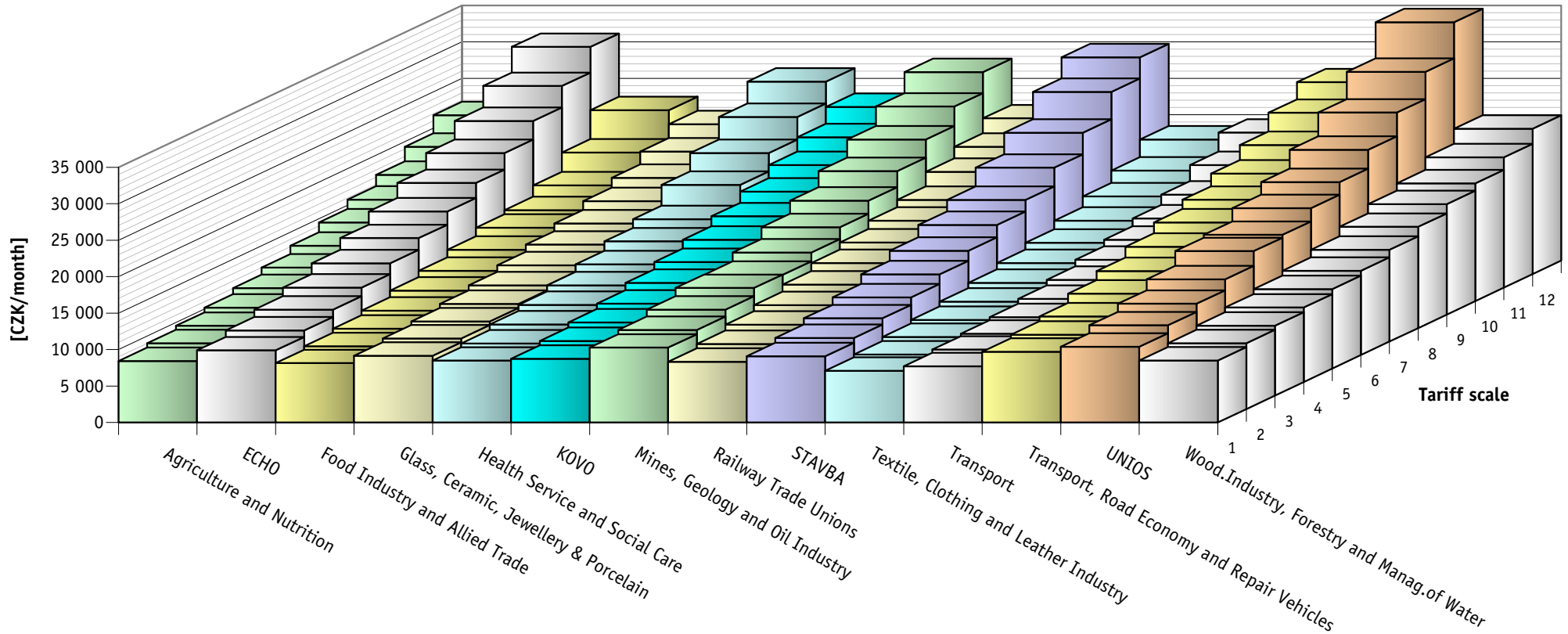
* Year-on-year inflation rate - data from January 2012
source: ČSÚ

Evaluation of collective agreements
Year-on-year comparison - wage supplementary charges and bonuses

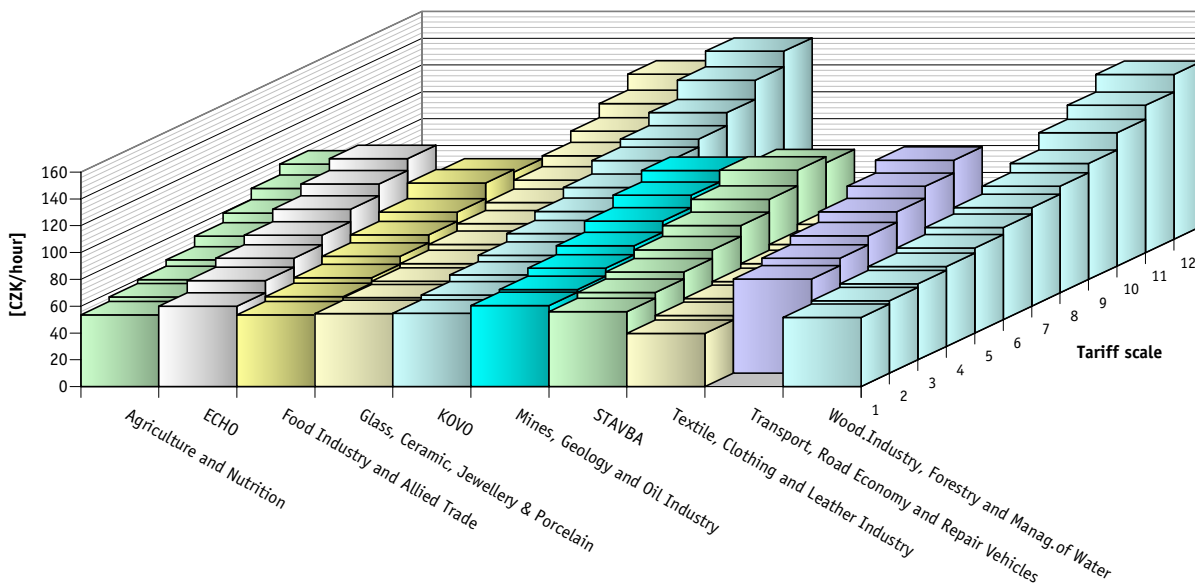
	unit of measure	2005	2006	2007	2008	2009	2010	2011	2012	index 06/05	index 07/06	index 08/07	index 09/08	index 10/09	index 11/10	index 12/11
For overtime work on working days	% AE	26,5	26,7	26,4	26,0	26,0	26,0	25,9	26,0	100,6	98,8	98,5	100,0	99,8	99,8	100,3
For overtime work on Saturdays and Sundays	% AE	46,8	49,0	47,1	47,6	47,9	48,7	48,2	48,2	104,8	96,1	101,0	100,7	101,5	99,1	99,9
For overtime work undistinguished	% AE	*	*	26,8	27,0	26,9	26,7	26,7	26,7	*	*	100,7	99,5	99,6	99,8	99,8
For working on public holidays	% AE	*	*	102,3	102,3	102,4	102,3	102,0	101,9	*	*	100,0	100,1	99,9	99,7	99,9
For night work	CZK/hour	9,36	9,93	11,07	12,08	12,64	13,04	13,26	13,54	106,1	111,5	109,1	104,7	103,1	101,7	102,1
	% AE	19,8	21,6	11,0	11,2	11,2	11,3	11,3	11,6	109,1	51,1	101,4	99,8	101,2	100,0	102,3
For work on Saturdays and Sundays	% AE	36,1	35,9	24,6	24,6	24,5	23,5	22,4	22,2	99,4	68,5	100,1	99,7	96,0	95,4	98,8
For work in difficult conditions	CZK/hour	6,25	6,44	6,73	7,19	7,33	7,21	7,29	7,46	103,1	104,6	106,8	101,9	98,5	101,0	102,3
	% MM	*	*	10,6	10,3	10,5	10,6	10,6	10,5	*	*	97,2	101,8	101,5	99,3	99,1
For afternoon work	CZK/hour	5,33	5,61	5,66	5,91	6,28	6,41	6,33	6,40	105,3	100,8	104,4	106,2	102,1	98,8	101,1
For standby duty	CZK/hour	8,37	8,91	11,71	14,92	13,73	13,89	14,86	15,13	106,5	131,4	127,4	92,0	101,2	107,0	101,8
	% AE	12,8	12,6	12,4	18,0	17,3	17,7	17,7	17,3	98,0	98,3	145,5	96,3	102,1	100,0	97,9

Explanatory notes: % MM supplementary charge specified as a percentage of the basic tariff of minimum wage
* item was not available in that period

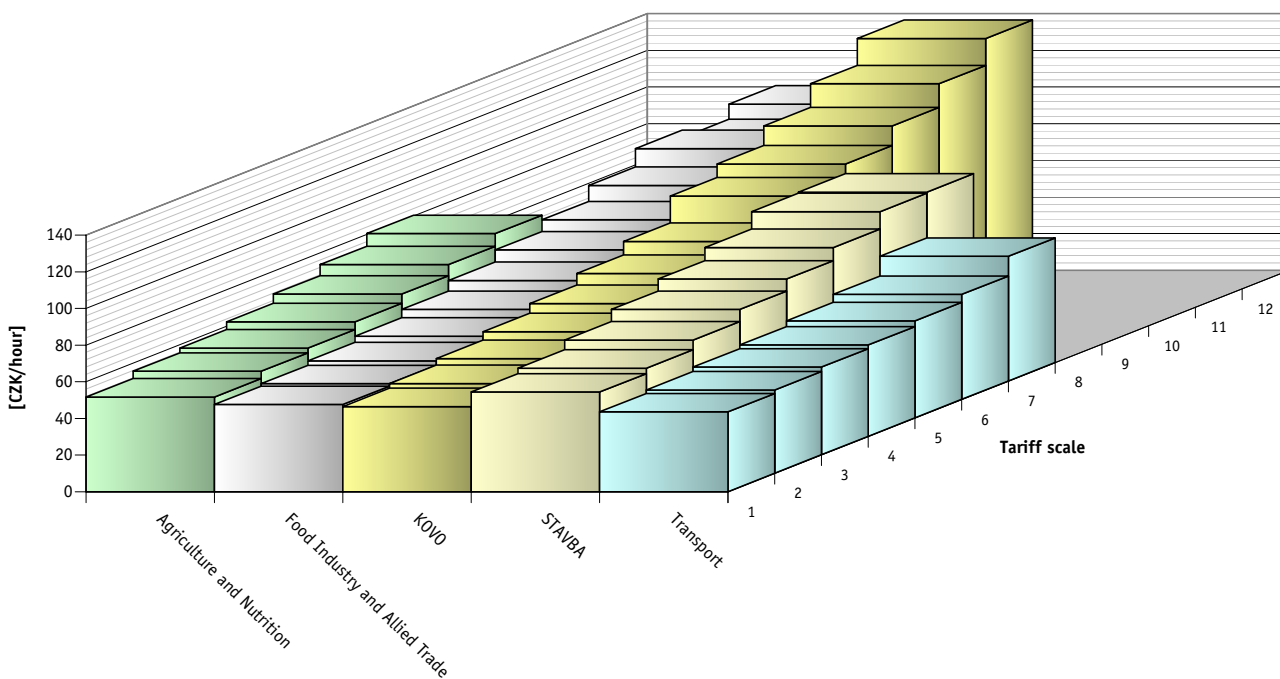
Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system



Evaluation of collective agreements
Hourly wage scales at the work time fund of 37,5 hours/week (12-scale tariff system)

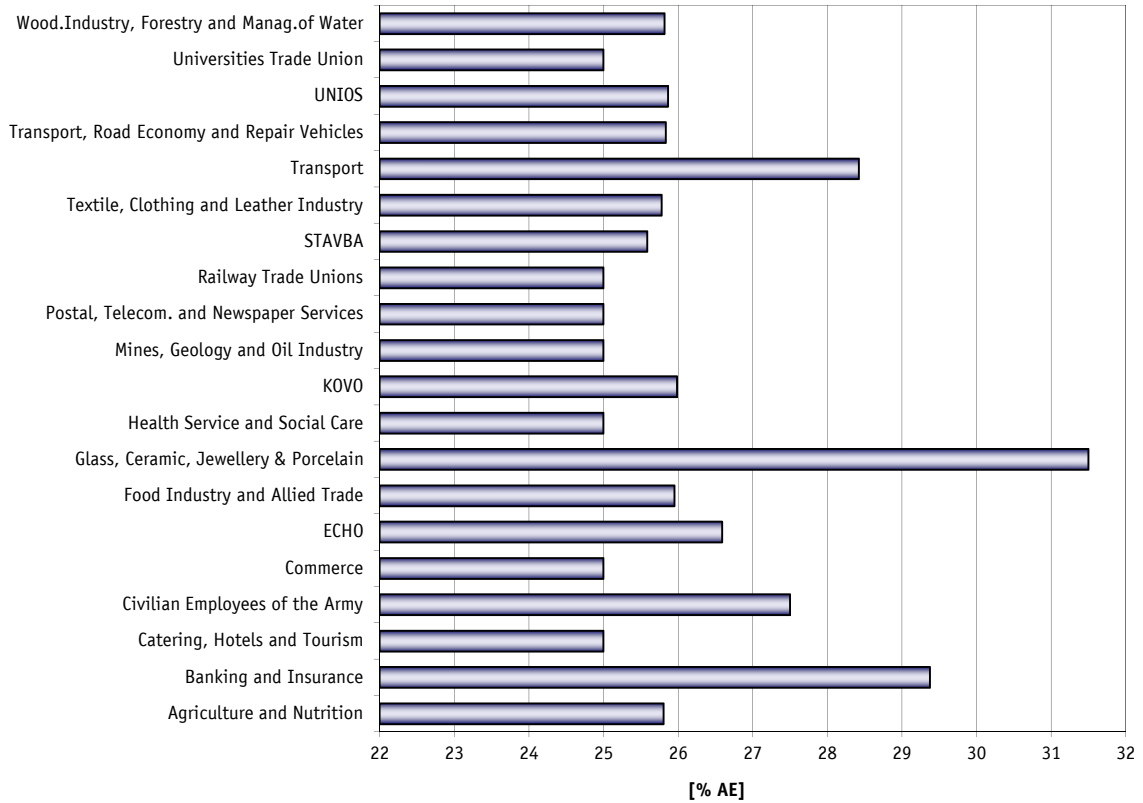


Evaluation of collective agreements
Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

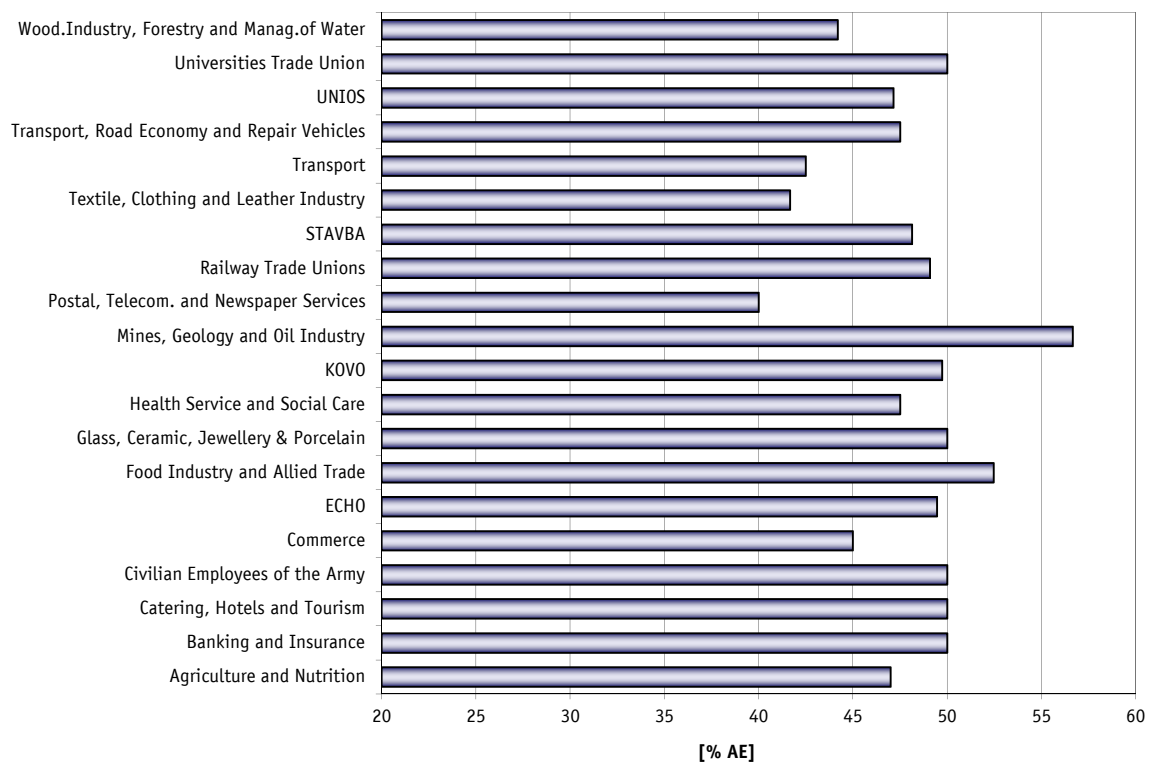


**Evaluation of collective agreements
Wage supplementary charges**

A - for overtime work on working day

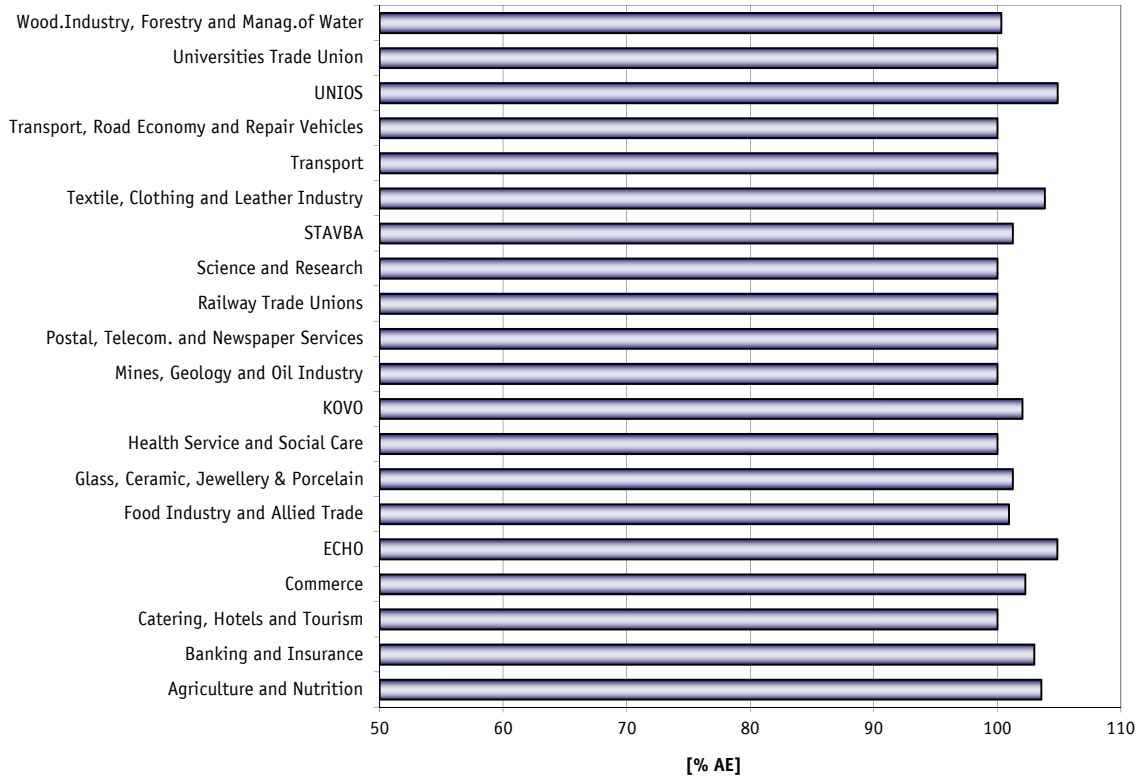


B - for overtime work on Saturdays and Sundays

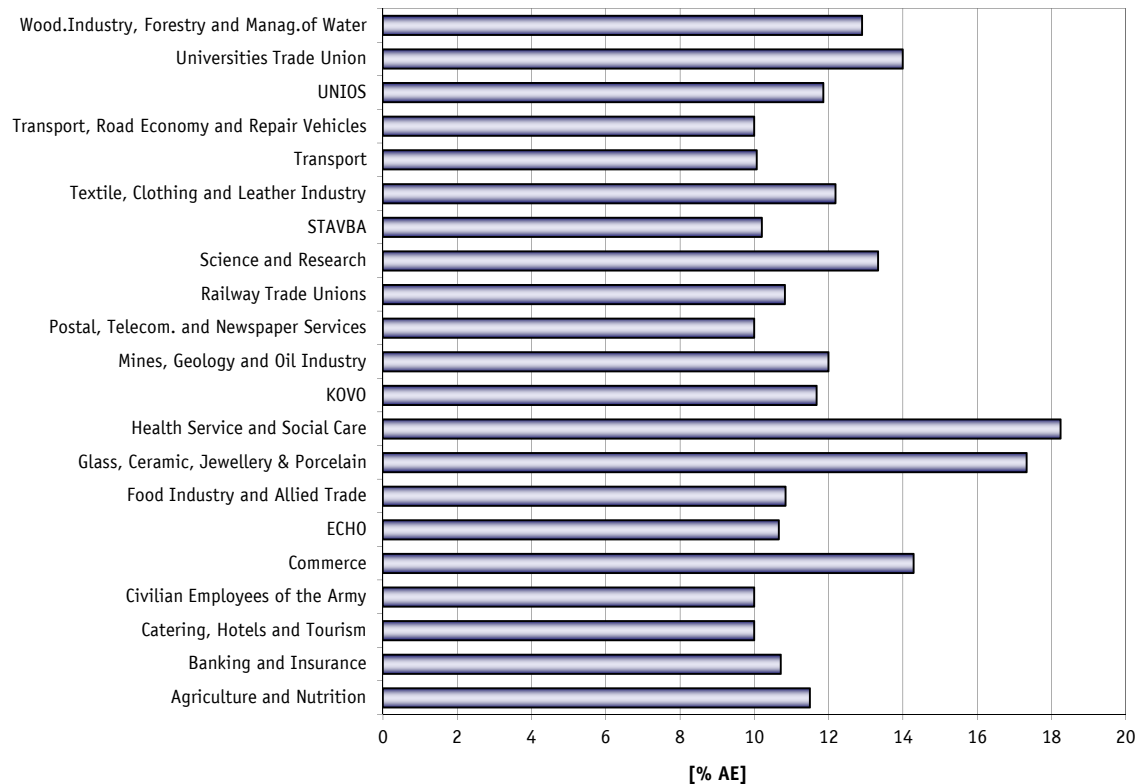


Evaluation of collective agreements
Wage supplementary charges

C - for working on public holidays

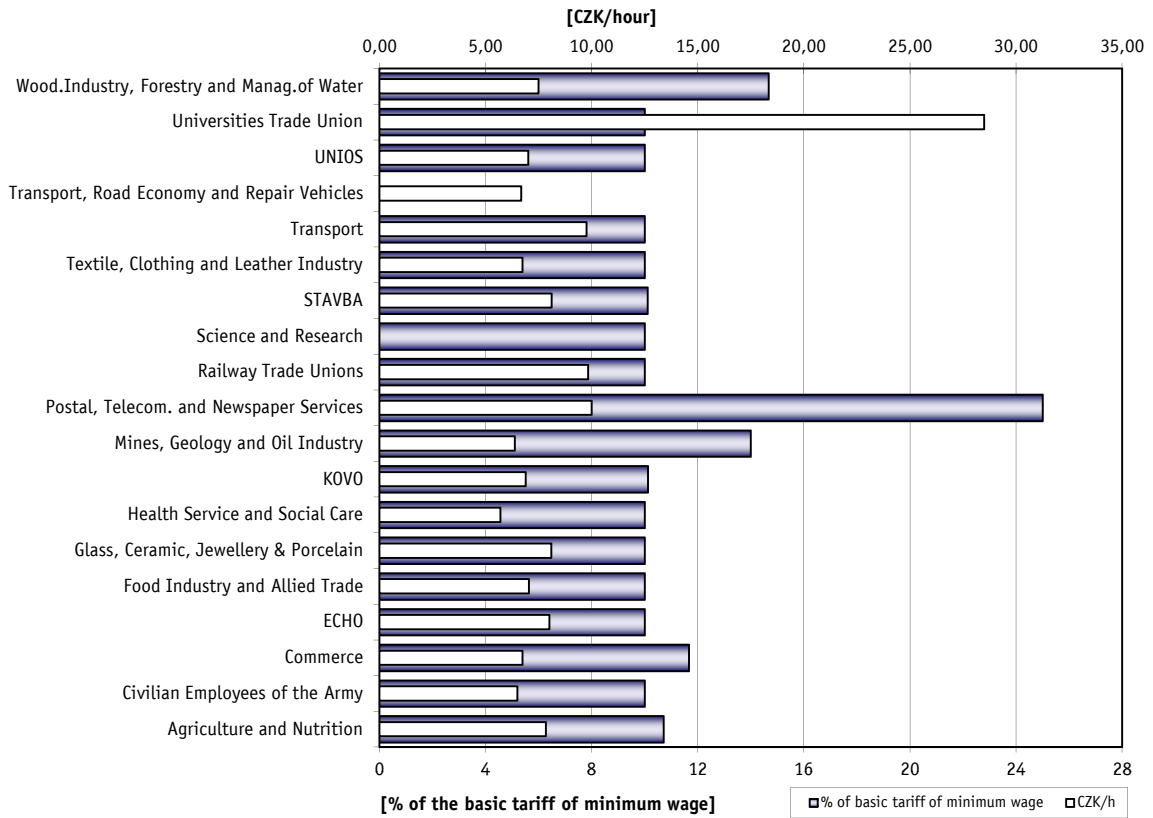


D - for night work



Evaluation of collective agreements
Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

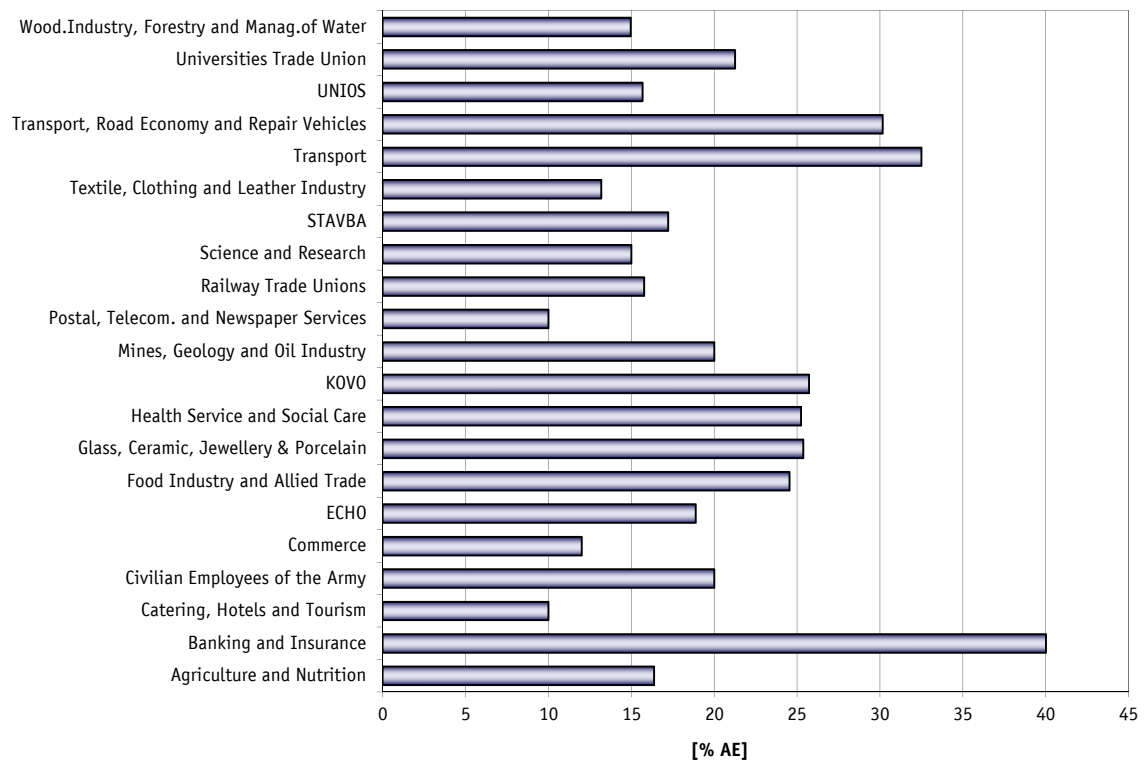




Table section B

Public service and administration

Evaluation of collective agreements - public service and administration
Employee Wages
classification based on trade unions

% of collective agreements

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage						% of collective agreements										
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage		3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	3.10	
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	NCA	NCA	NCA	NCA	NCA	NCA	NCA	
Total	386	4	5,1	4	3,9	7	1,8	9	2,3	104	26,9	99	25,6	5	1,3	107	66	44	122	81	3	91	2	309	31	
Agriculture and Nutrition	6									1	16,7	2	33,3			2		1						1	6	
Banking and Insurance	1																	1							1	
Culture and Nature Preservation	28					2	7,1	1	3,6	16	57,1	8	28,6			12	5	4					8		25	4
Education	97									12	12,4	39	40,2			24	8	23					31		83	1
Fire Fighters	12																								10	
Food Industry and Allied Trade	2																								1	
Health Service and Social Care	65	3	5,8	2				3	4,6	36	55,4	32	49,2	4	6,2	32	14	2					28	1	56	4
KOVO	10															2	2	2							5	2
Mines, Geology and Oil Industry	3																								3	
Railway Trade Unions	3					1	33,3									2	2	1					1		3	1
State Bodies and Organisations	133	1		1		4	3,0	5	3,8	33	24,8	16	12,0	1	0,8	24	29	11	122	81	2	17	1	97	17	
STAVBA	7									2	28,6	1	14,3			1									4	
Transport	3			1												1									3	
UNIOS	13									4	30,8	1	7,7			7	5				1	5		12	2	
Wood.Industry, Forestry and Manag.of Water	3																									

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?
3.8	Does the CA includes an arrangement on the scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)?
3.9	Does the CA agree on a regular term of wage payment?
3.10	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Remunerations at life anniversaries I - reaching the age of 50
classification based on trade unions**

in CZK

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	129	51,0	111	2 895	123	3 197	126	3 582	126	3 820	129	4 040	129	4 147
Agriculture and Nutrition	4	66,7	3	2 333	4	3 250	4	3 625	4	3 875	4	4 250	4	4 500
Banking and Insurance														
Culture and Nature Preservation	14	50,0	9	2 500	11	2 909	11	3 000	11	3 091	14	3 321	14	3 321
Education	53	54,6	52	3 240	53	3 321	53	3 443	53	3 566	53	3 660	53	3 764
Fire Fighters	9	75,0	8	3 431	9	3 717	9	4 378	9	4 517	9	4 978	9	5 117
Food Industry and Allied Trade														
Health Service and Social Care	23	35,4	16	2 872	22	3 355	23	4 707	23	5 198	23	5 750	23	5 946
KOVO	5	50,0	5	2 570	5	3 280	5	3 340	5	3 620	5	3 700	5	3 980
Mines, Geology and Oil Industry	2	66,7	1		1		2		2		2		2	
Railway Trade Unions	3	100,0	2		2		3	3 753	3	4 600	3	4 633	3	4 700
STAVBA	6	85,7	6	1 667	6	2 167	6	2 417	6	2 500	6	2 833	6	2 833
Transport														
UNIOS	8	61,5	7	1 286	8	2 088	8	2 525	8	2 963	8	3 025	8	3 025
Wood.Industry, Forestry and Manag.of Water	2	66,7	2		2		2		2		2		2	

Explanatory notes: NCA
% CA
CZK

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
average value of remuneration in CZK

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension
classification based on trade unions**

in CZK

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	120	47,4	104	3 376	116	3 589	119	3 952	120	4 164	120	4 353	120	4 453	120	4 472	120	4 484	120	4 484
Agriculture and Nutrition	4	66,7	3	1 167	4	2 875	4	3 125	4	3 375	4	3 625	4	3 875	4	3 875	4	3 875	4	3 875
Banking and Insurance																				
Culture and Nature Preservation	12	42,9	9	2 778	11	2 864	12	3 000	12	3 125	12	3 208	12	3 208	12	3 208	12	3 208	12	3 208
Education	50	51,5	49	3 990	50	4 070	50	4 170	50	4 250	50	4 330	50	4 460	50	4 480	50	4 480	50	4 480
Fire Fighters	6	50,0	5	3 640	6	3 867	6	4 150	6	4 150	6	4 467	6	4 467	6	4 467	6	4 467	6	4 467
Food Industry and Allied Trade																				
Health Service and Social Care	22	33,8	15	3 413	21	3 671	22	4 959	22	5 434	22	5 955	22	6 102	22	6 102	22	6 148	22	6 148
KOVO	6	60,0	6	3 367	6	4 167	6	4 217	6	4 450	6	4 500	6	4 717	6	4 767	6	4 833	6	4 833
Mines, Geology and Oil Industry	2	66,7	1		1		1		2		2		2		2		2		2	
Railway Trade Unions	3	100,0	2		2		3	5 333	3	5 333	3	5 333	3	5 333	3	5 333	3	5 333	3	5 333
STAVBA	6	85,7	5	2 500	6	2 667	6	2 917	6	2 917	6	3 083	6	3 083	6	3 250	6	3 250	6	3 250
Transport																				
UNIOS	7	53,8	7	1 571	7	1 786	7	2 214	7	2 643	7	2 643	7	2 643	7	2 643	7	2 643	7	2 643
Wood.Industry, Forestry and Manag.of Water	2	66,7	2		2		2		2		2		2		2		2		2	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Evaluation of collective agreements - public service and administration
Conditions governing the activities of trade union organizations
classification based on trade unions

% of collective agreements

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	288	74,6	16	4,1	129	33,4	335	86,8	313	96	274	96	51
Agriculture and Nutrition	5	83,3	2	33,3	1	16,7	5	83,3	4		4	1	1
Banking and Insurance													
Culture and Nature Preservation	25	89,3	1	3,6	19	67,9	26	92,9	26	5	24	15	4
Education	53	54,6	1	1,0	7	7,2	90	92,8	89	9	86	3	5
Fire Fighters	11	91,7			2	16,7	10	83,3	8	3	8		7
Food Industry and Allied Trade	2	100,0	1	50,0	1	50,0	1	50,0	1			1	
Health Service and Social Care	51	78,5	2	3,1	24	36,9	64	98,5	58	28	44	12	20
KOVO	8	80,0			2	20,0	8	80,0	8	1	4	5	
Mines, Geology and Oil Industry	3	100,0					3	100,0	3	1	3		
Railway Trade Unions	3	100,0			1	33,3	2	66,7	2	1	2	2	
State Bodies and Organisations	107	80,5	9	6,8	60	45,1	104	78,2	92	44	83	44	10
STAVBA	5	71,4			1	14,3	7	100,0	7	1	5	3	2
Transport	2	66,7					3	100,0	3	2	2	3	
UNIOS	12	92,3			11	84,6	11	84,6	11	1	8	7	2
Wood.Industry, Forestry and Manag.of Water	1	33,3					1	33,3	1		1		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of the employer's premises (or compensation of maintenance and operation costs)
 B employer's allowances for the activities of trade unions
 C room equipment (PC, copier, internet connection, phone, fax etc)
 D costs of necessary materials (professional literature)
 E other conditions

Evaluation of collective agreements - public service and administration
Plurality of trade unions, providing information and discussing
classification based on trade unions

% of collective agreements

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	326	84,5	36	9,3	10	2,6	3	0,8	11	2,8	54	90,0	6	10,0	271	70,2	37	9,6	148	38,3	108	28,0
Agriculture and Nutrition	4	66,7	2	33,3							2				4	66,7			2	33,3	2	33,3
Banking and Insurance	1	100,0													1	100,0			1	100,0		
Culture and Nature Preservation	22	78,6	1	3,6						5	17,9	6	100,0		26	92,9	5	17,9	11	39,3	10	35,7
Education	93	95,9	3	3,1			1	1,0				4	100,0		70	72,2	4	4,1	48	49,5	58	59,8
Fire Fighters	5	41,7			1	8,3	1	8,3	5	41,7	1		6	85,7	3	25,0			2	16,7	6	50,0
Food Industry and Allied Trade	2	100,0													1	50,0						
Health Service and Social Care	44	67,7	11	16,9	8	12,3	1	1,5	1	1,5	21	100,0			56	86,2	13	20,0	22	33,8	12	18,5
KOVO	5	50,0	5	50,0							5	100,0			8	80,0	2	20,0	8	80,0	2	20,0
Mines, Geology and Oil Industry	1	33,3	2	66,7							2				3	100,0	2	66,7	2	66,7	2	66,7
Railway Trade Unions	1	33,3	2	66,7							2				3	100,0			1	33,3		
State Bodies and Organisations	126	94,7	6	4,5	1	0,8					7	100,0			74	55,6	10	7,5	32	24,1	15	11,3
STAVBA	3	42,9	4	57,1							4	100,0			7	100,0			4	57,1		
Transport	3	100,0													2	66,7			2	66,7		
UNIOS	13	100,0													13	100,0	1	7,7	13	100,0		
Wood.Industry, Forestry and Manag.of Water	3	100,0																			1	33,3

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 TU Trade union
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % CA* share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

Evaluation of collective agreements - public service and administration
Employment rate
classification based on trade unions

% of collective agreements

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
							agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	7	1,8	5	1,3	20	5,2	35	9,1	1,6	2,2	40	10,4	1,6	2,2	63	16,3	1,8	3,3	51	13,2	30	7,8	20	5,2	5	1,3
Agriculture and Nutrition																										
Banking and Insurance																										
Culture and Nature Preservation					3	10,7	3	10,7	1,7	2,3	3	10,7	1,3	2,0	9	32,1	1,1	1,9	8	28,6	6	21,4	2	7,1		
Education					5	5,2	10	10,3	1,1	1,9	10	10,3	1,1	1,9	10	10,3	1,1	1,9	8	8,2			8	8,2		
Fire Fighters															1	8,3			1	8,3	1	8,3			1	8,3
Food Industry and Allied Trade																										
Health Service and Social Care	5	7,7	4	6,2	1	1,5	13	20,0	1,9	2,2	13	20,0	1,5	1,8	13	20,0	1,6	2,9	12	18,5	7	10,8	5	7,7	2	3,1
KOVO																										
Mines, Geology and Oil Industry																										
Railway Trade Unions					1	33,3									1	33,3			1	33,3	1	33,3				
State Bodies and Organisations	2	1,5	1	0,8	10	7,5	4	3,0	2,5	2,5	8	6,0	3,2	3,3	19	14,3	3,2	5,6	15	11,3	11	8,3	3	2,3	2	1,5
STAVBA							2	28,6			2	28,6			1	14,3			1	14,3			1	14,3		
Transport															1	33,3										
UNIOS							1	7,7			2	15,4			6	46,2	1,3	2,8	5	38,5	4	30,8	1	7,7		
Wood.Industry, Forestry and Manag.of Water							2	66,7			2	66,7			2	66,7										

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 AE average earning

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Fund for social and cultural requirements
classification based on trade unions**

average % of total creation

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	216	85,4	103	40,7	1 753	3,39	1,25	0,91	5,93	0,25	0,31	4,80	24,46	13,13	2,53	13,73	1,03	0,27	5,84	4,33	17,84
Agriculture and Nutrition	6	100,0	2	33,3																	
Banking and Insurance	1	100,0																			
Culture and Nature Preservation	25	89,3	24	85,7	966	5,37	0,11	0,01	2,32	0,06	0,09	8,52	32,11	3,92	1,54	4,80			3,38	1,87	35,91
Education	80	82,5	22	22,7	376	0,47	2,72	1,03	13,82			11,38	29,52	10,95	4,71	2,82	0,41	0,15	6,75	1,21	14,07
Fire Fighters	12	100,0	4	33,3	3 149	8,62	0,79		5,11		1,91	8,34	24,57	14,21	1,47	16,91		0,08	8,36		9,64
Food Industry and Allied Trade	1	50,0																			
Health Service and Social Care	57	87,7	33	50,8	3 650	2,68	1,57	1,25	5,76	0,36	0,05	3,56	22,81	14,70	2,79	16,14	1,51	0,38	6,21	5,51	14,72
KOVO	7	70,0	5	50,0	678	4,98	0,12		10,73				24,18	24,65	0,94	6,22		0,03	6,90	14,01	7,23
Mines, Geology and Oil Industry	3	100,0																			
Railway Trade Unions	3	100,0	2	66,7																	
STAVBA	6	85,7	6	85,7	1 234	3,31		0,58	4,73	0,14	2,97	4,32	18,36	13,93	2,77	11,61		0,14	3,47	0,27	33,40
Transport	1	33,3																			
UNIOS	11	84,6	5	38,5	739	2,98	0,27		13,00			1,08	28,81	9,61	0,54	15,62			3,00	3,47	21,61
Wood.Industry, Forestry and Manag.of Water	3	100,0																			

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed		
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file		
aver.%	average percentage of use for this purpose of the overall creation of FSCR		
A	contribution for operation costs of cultural, recreational and sporting facilities	J	social assistance and social loans
B	contribution for equipment to improve working environment	K	contribution to contributory pension scheme
C	contribution for physical education and sport equipment	L	contribution to life insurance
D	contributions to sporting and cultural events	M	contribution to trade union organization
E	contribution for the procurement of working clothes, footwear or uniforms	N	gifts (for extraordinary activity, working anniversaries, life anniversaries...)
F	funds for procurement of tangible property used for employee cult. and soc. development	O	other uses
G	loans to cover housing needs (procurement of a housing, procurement of interior equipment)	P	fund balance
H	contribution to corporate catering		
I	contribution to recreation (domestic, foreign, children's)		

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Care for employees
classification based on trade unions**

average CZK, average % of price of meal, average CZK/month

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners		Contribution to pension insurance						Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance			agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
	NCA	% CA	of budget		of FSCR			NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price																
Total	206	81,4	26,14	53,0	10,80	49,1	66	71	28,1	69	27,3	163	215	38	15,0	13	5,1	206	267	11	4,3	
Agriculture and Nutrition	6	100,0		55,0	9,67	50,0	2	1	16,7	2	33,3			1	16,7							
Banking and Insurance	1	100,0								1	100,0			1	100,0							
Culture and Nature Preservation	25	89,3	26,84	55,0	11,69		1			6	21,4	108	308	5	17,9	1	3,6			1	3,6	
Education	70	72,2	18,00	31,5	9,61	50,0	36	29	29,9	15	15,5	130	130	4	4,1	3	3,1	133	133	2	2,1	
Fire Fighters	5	41,7				21,50	3			5	41,7	190	204	4	33,3	1	8,3			1	8,3	
Food Industry and Allied Trade	2	100,0					1															
Health Service and Social Care	57	87,7	28,03		10,99	48,0	14	28	43,1	21	32,3	197	300	18	27,7	5	7,7	250	313	5	7,7	
KOVO	10	100,0	9,65	53,3	12,36	50,0	4	3	30,0	3	30,0	100				1	10,0			1	10,0	
Mines, Geology and Oil Industry	3	100,0			4,87		1	1	33,3	1	33,3											
Railway Trade Unions	3	100,0	34,00		12,00					1	33,3											
STAVBA	5	71,4	31,75		10,50			5	71,4	3	42,9	150	183	1	14,3	1	14,3					
Transport	3	100,0		55,0	12,50					2	66,7											
UNIOS	13	100,0	21,12	55,0	10,91		4	3	23,1	6	46,2	167	180	4	30,8	1	7,7			1	7,7	
Wood.Industry, Forestry and Manag.of Water	3	100,0			10,42			1	33,3	3	100,0	133	167									

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

CZK

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK

average contribution specified as a percentage of the price of a meal

average contribution in CZK per month

**Evaluation of collective agreements - public service and administration
Obstacles to work
classification based on trade unions**

in days, % of average earnings, % of collective agreements

Trade union	Employee's inability to work						Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps					
	pay compensation for the first 3 days of the inability			pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																													
	agreed in CA		compensation amount	agreed in CA		compensation amount	A			B			C			D			E			F			G			H				I				
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA		days	NCA	% CA	days	
Total	19	4,9	57,1		4	1,0	73,8	18	4,7	1,6	56	14,5	1,6	36	9,3	1,9	10	2,6	4,3	48	12,4	1,5	17	4,4	3,4	52	13,5	8,3	47	12,2	3,3	81	21,0	23	13,7	
Agriculture and Nutrition								1	16,7		1	16,7		1	16,7																		1	16,7	1	
Banking and Insurance																																		1	100,0	
Culture and Nature Preservation								1	3,6		2	7,1		1	3,6					2	7,1					8	28,6	7,5	7	25,0	6,9	7	25,0			
Education								2	2,1		32	33,0	1,7	2	2,1		3	3,1	5,7	34	35,1	1,4	1	1,0		2	2,1		30	30,9	1,5	39	40,2	1		
Fire Fighters								1	8,3		1	8,3		2	16,7					1	8,3					1	8,3						1	8,3		
Food Industry and Allied Trade											1	50,0					1	50,0		1	50,0															
Health Service and Social Care	1	1,5						2	3,1		5	7,7	1,2	12	18,5	2,2				1	1,5		9	13,8	3,9	9	13,8	7,1	1	1,5		12	18,5	10	13,1	
KOVO											1	10,0								1	10,0															
Mines, Geology and Oil Industry											3	100,0	1,3	1	33,3					1	33,3					3	100,0	10,7								
Railway Trade Unions														1	33,3		1	33,3								1	33,3						1	33,3		
State Bodies and Organisations	17	12,8	54,0		4	3,0	73,8	10	7,5	1,8	10	7,5	1,4	12	9,0	1,6	4	3,0	2,3	7	5,3	1,9	5	3,8	2,2	26	19,5	9,2	7	5,3	6,9	15	11,3	11	14,0	
STAVBA								1	14,3					2	28,6		1	14,3					2	28,6						1	14,3					
Transport	1	33,3																																		
UNIOS														2	15,4											1	7,7		1	7,7		4	30,8			
Wood,Industry, Forestry and Manag.of Water																										1	33,3									

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 days average extent of time off (in days)
 A one's own wedding
 B birth of a child to the wife of an employee
 C death of a direct relative
 D escorting a disabled child to a health or social care provider
 E moving house

F looking for a new job
 G for mothers caring for a child (per year)
 H care for a family member (per year)
 I other obstacles

Evaluation of collective agreements - public service and administration
Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on trade unions

% of collective agreements

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	237	61,4	11	2,8	68	17,6	348	90,2	189	49,0	2	0,5	2	0,5
Agriculture and Nutrition	3	50,0			4	66,7	6	100,0	1	16,7				
Banking and Insurance	1	100,0			1	100,0	1	100,0	1	100,0				
Culture and Nature Preservation	21	75,0			5	17,9	28	100,0	17	60,7				
Education	79	81,4	3	3,1	9	9,3	91	93,8	70	72,2				
Fire Fighters	5	41,7			3	25,0	9	75,0	7	58,3				
Food Industry and Allied Trade							2	100,0	2	100,0				
Health Service and Social Care	41	63,1	4	6,2	14	21,5	61	93,8	21	32,3	2	3,1	1	1,5
KOVO					2	20,0	10	100,0	4	40,0				
Mines, Geology and Oil Industry	2	66,7			2	66,7	3	100,0						
Railway Trade Unions	3	100,0					3	100,0	2	66,7				
State Bodies and Organisations	73	54,9	3	2,3	25	18,8	111	83,5	49	36,8			1	0,8
STAVBA	1	14,3	1	14,3	1	14,3	6	85,7	3	42,9				
Transport	2	66,7					2	66,7	1	33,3				
UNIOS	4	30,8			2	15,4	13	100,0	11	84,6				
Wood.Industry, Forestry and Manag.of Water	2	66,7					2	66,7						

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Evaluation of collective agreements - public service and administration
Employee Wages
classification based on regions**

% of collective agreements

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage						3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	3.10
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	386	4	5,1	4	3,9	7	1,8	9	2,3	104	26,9	99	25,6	5	1,3	107	66	44	122	81	3	91	2	309	31
CZ010 Capital Prague	34	2		1		2	5,9			17	50,0	11	32,4	1	2,9	11	10	5	4	3		12	1	28	4
CZ020 Středočeský	63	1				1	1,6	3	4,8	12	19,0	18	28,6	1	1,6	18	11	6	27	19	1	17		48	5
CZ031 Jihočeský	32					1	3,1			5	15,6	4	12,5			6	3	5	9	6		3		23	1
CZ032 Plzeňský	22			2						6	27,3	3	13,6			7	7	3	13	8		2		15	1
CZ041 Karlovarský	13									7	53,8	5	38,5			4	2	2	7	5		3		12	1
CZ042 Ústecký	27									6	22,2	5	18,5	1	3,7	6	3	3	10	6		5		21	3
CZ051 Liberecký	15					1	6,7			6	40,0	6	40,0			4	2	1	4	2		4		14	
CZ052 Královéhradecký	14					1	7,1			3	21,4	3	21,4			3	2		8	7		2		12	
CZ053 Pardubický	25							2	8,0	5	20,0	2	8,0			9	8	2	6	5	1	3		23	3
CZ061 Vysočina	22									6	27,3	8	36,4	1	4,5	4	2	1	8	2	1	6		17	4
CZ062 Jihomoravský	43							1	2,3	13	30,2	9	20,9	1	2,3	11	5	3	13	9		11		35	2
CZ071 Olomoucký	20	1		1		1	5,0	1	5,0	6	30,0	2	10,0			7	3	2	8	5		5	1	12	4
CZ072 Zlínský	29									5	17,2	12	41,4			9	6	5	3	3		9		24	3
CZ080 Moravskoslezský	27							2	7,4	7	25,9	11	40,7			8	2	6	2	1		9		25	

Explanatory notes: NCA

% CA

aver. %

TAPF

3.1

3.2

3.3

3.4

3.5

3.6

3.7

3.8

3.9

3.10

*

**

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average increase in percentage

total amount of payroll funds

Does the CA agree on more detailed conditions for provision of personal bonuses?

Does the CA agree on more detailed conditions for the provision of remunerations?

Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?

Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?

Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?

Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?

Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?

Does the CA includes an arrangement on the scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)?

Does the CA agree on a regular term of wage payment?

Does the CA agree on the payment of wages outside the worksite or outside working hours?

Item observed only in the case of municipalities and regions

Item observed only in the case of allowance organizations

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Remunerations at life anniversaries I - reaching the age of 50
classification based on regions**

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	129	51,0	111	2 895	123	3 197	126	3 582	126	3 820	129	4 040	129	4 147
CZ010 Capital Prague	14	48,3	11	3 191	12	3 800	12	4 300	12	4 467	14	4 686	14	4 757
CZ020 Středočeský	20	60,6	20	3 110	20	3 315	20	3 580	20	3 950	20	4 370	20	4 490
CZ031 Jihočeský	12	54,5	11	2 836	12	2 850	12	2 908	12	2 908	12	2 983	12	2 983
CZ032 Plzeňský	3	33,3	3	4 333	3	4 333	3	4 333	3	4 333	3	4 333	3	4 333
CZ041 Karlovarský	3	50,0	3	2 667	3	2 667	3	3 333	3	3 333	3	3 333	3	3 333
CZ042 Ústecký	9	60,0	7	2 071	9	2 667	9	3 167	9	3 444	9	3 944	9	4 056
CZ051 Liberecký	6	54,5	3	2 500	6	2 833	6	3 417	6	3 583	6	3 583	6	3 583
CZ052 Královéhradecký	5	83,3	4	3 063	5	2 800	5	3 550	5	3 550	5	4 150	5	4 150
CZ053 Pardubický	9	47,4	8	2 188	9	2 222	9	2 500	9	2 889	9	3 056	9	3 056
CZ061 Vysočina	7	53,8	5	1 950	6	3 625	7	5 100	7	5 679	7	6 243	7	6 707
CZ062 Jihomoravský	13	48,1	10	2 750	12	3 208	12	3 458	12	3 625	13	3 615	13	3 808
CZ071 Olomoucký	3	25,0	2		2		3	4 420	3	5 267	3	5 300	3	5 367
CZ072 Zlínský	11	42,3	11	3 659	11	3 818	11	4 045	11	4 364	11	4 364	11	4 682
CZ080 Moravskoslezský	14	56,0	13	3 038	13	3 231	14	3 286	14	3 393	14	3 536	14	3 536

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Evaluation of collective agreements - public service and administration (without municipalities and regions)
Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension classification based on regions

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	120	47,4	104	3 376	116	3 589	119	3 952	120	4 164	120	4 353	120	4 453	120	4 472	120	4 484	120	4 484
CZ010 Capital Prague	9	31,0	9	3 911	9	4 133	9	4 689	9	4 800	9	4 911	9	4 911	9	4 911	9	4 911	9	4 911
CZ020 Středočeský	18	54,5	18	3 444	18	3 572	18	3 756	18	4 056	18	4 406	18	4 422	18	4 439	18	4 461	18	4 461
CZ031 Jihočeský	12	54,5	11	3 518	12	3 642	12	3 700	12	3 700	12	3 775	12	3 775	12	3 775	12	3 775	12	3 775
CZ032 Plzeňský	3	33,3	3	4 333	3	4 333	3	4 333	3	4 333	3	4 333	3	4 333	3	4 333	3	4 333	3	4 333
CZ041 Karlovarský	2	33,3	2		2		2		2		2		2		2		2		2	
CZ042 Ústecký	9	60,0	7	1 743	9	2 622	9	3 111	9	3 306	9	3 722	9	3 917	9	4 139	9	4 250	9	4 250
CZ051 Liberecký	6	54,5	2		6	2 783	6	3 267	6	3 333	6	3 333	6	3 333	6	3 333	6	3 333	6	3 333
CZ052 Královéhradecký	6	100,0	5	3 300	5	3 300	6	3 833	6	4 000	6	4 500	6	4 500	6	4 500	6	4 500	6	4 500
CZ053 Pardubický	9	47,4	8	2 438	9	2 500	9	2 778	9	3 222	9	3 333	9	3 333	9	3 333	9	3 333	9	3 333
CZ061 Vysočina	7	53,8	5	5 600	6	5 383	7	6 143	7	6 257	7	6 357	7	6 571	7	6 571	7	6 571	7	6 571
CZ062 Jihomoravský	12	44,4	9	3 056	12	3 333	12	3 583	12	3 750	12	3 917	12	4 125	12	4 125	12	4 125	12	4 125
CZ071 Olomoucký	3	25,0	2		2		3	6 000	3	6 000	3	6 000	3	6 000	3	6 000	3	6 000	3	6 000
CZ072 Zlínský	11	42,3	11	3 773	11	4 182	11	4 364	11	4 727	11	4 727	11	5 091	11	5 091	11	5 091	11	5 091
CZ080 Moravskoslezský	13	52,0	12	3 542	12	3 792	12	4 042	13	4 423	13	4 731	13	4 885	13	4 885	13	4 885	13	4 885

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Evaluation of collective agreements - public service and administration
Conditions governing the activities of trade union organizations
classification based on regions

% of collective agreements

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	288	74,6	16	4,1	129	33,4	335	86,8	313	96	274	96	51
CZ010 Capital Prague	21	61,8	1	2,9	14	41,2	30	88,2	30	12	23	10	3
CZ020 Středočeský	44	69,8	4	6,3	19	30,2	47	74,6	45	9	40	11	6
CZ031 Jihočeský	21	65,6			7	21,9	24	75,0	22	5	22	5	4
CZ032 Plzeňský	16	72,7	2	9,1	9	40,9	18	81,8	16	8	10	12	4
CZ041 Karlovarský	12	92,3			4	30,8	11	84,6	11	2	9	3	1
CZ042 Ústecký	20	74,1			11	40,7	20	74,1	18	6	18	7	2
CZ051 Liberecký	13	86,7	1	6,7	7	46,7	15	100,0	13	7	13	6	3
CZ052 Královéhradecký	12	85,7			7	50,0	13	92,9	12	5	10	7	3
CZ053 Pardubický	19	76,0	4	16,0	11	44,0	25	100,0	23	7	19	9	5
CZ061 Vysočina	19	86,4			9	40,9	21	95,5	19	8	13	2	3
CZ062 Jihomoravský	36	83,7	2	4,7	12	27,9	42	97,7	37	12	36	12	6
CZ071 Olomoucký	13	65,0			10	50,0	18	90,0	17	6	14	3	5
CZ072 Zlínský	17	58,6			3	10,3	28	96,6	28	4	25	6	2
CZ080 Moravskoslezský	25	92,6	2	7,4	6	22,2	23	85,2	22	5	22	3	4

- Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
% CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
A use of the employer's premises (or compensation of maintenance and operation costs)
B employer's allowances for the activities of trade unions
C room equipment (PC, copier, internet connection, phone, fax etc)
D costs of necessary materials (professional literature)
E other conditions

Evaluation of collective agreements - public service and administration
Plurality of trade unions, providing information and discussing
classification based on regions

% of collective agreements

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		governing the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	326	84,5	36	9,3	10	2,6	3	0,8	11	2,8	54	90,0	6	10,0	271	70,2	37	9,6	148	38,3	108	28,0
CZ010 Capital Prague	28	82,4	1	2,9	1	2,9			4	11,8	6	100,0			27	79,4	5	14,7	17	50,0	9	26,5
CZ020 Středočeský	58	92,1	4	6,3					1	1,6	4	80,0	1	20,0	37	58,7	7	11,1	19	30,2	13	20,6
CZ031 Jihočeský	30	93,8							2	6,3	1	50,0	1	50,0	20	62,5	2	6,3	11	34,4	10	31,3
CZ032 Plzeňský	18	81,8	2	9,1	2	9,1					4	100,0			16	72,7	4	18,2	10	45,5	5	22,7
CZ041 Karlovarský	11	84,6	1	7,7	1	7,7					1	50,0	1	50,0	10	76,9			3	23,1	3	23,1
CZ042 Ústecký	23	85,2	3	11,1	1	3,7					4	100,0			17	63,0	3	11,1	7	25,9	4	14,8
CZ051 Liberecký	10	66,7	4	26,7			1	6,7			5	100,0			12	80,0			8	53,3	4	26,7
CZ052 Královéhradecký	12	85,7	1	7,1					1	7,1	1	50,0	1	50,0	8	57,1	2	14,3	4	28,6	4	28,6
CZ053 Pardubický	23	92,0	2	8,0							2	100,0			17	68,0			7	28,0	5	20,0
CZ061 Vysočina	17	77,3	2	9,1	2	9,1			1	4,5	4	80,0	1	20,0	14	63,6	3	13,6	9	40,9	7	31,8
CZ062 Jihomoravský	37	86,0	5	11,6					1	2,3	5	83,3	1	16,7	33	76,7	4	9,3	15	34,9	9	20,9
CZ071 Olomoucký	13	65,0	5	25,0	1	5,0	1	5,0			7	100,0			16	80,0	2	10,0	8	40,0	6	30,0
CZ072 Zlínský	25	86,2	3	10,3	1	3,4					4	100,0			21	72,4	3	10,3	14	48,3	18	62,1
CZ080 Moravskoslezský	21	77,8	3	11,1	1	3,7	1	3,7	1	3,7	6	100,0			23	85,2	2	7,4	16	59,3	11	40,7

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 TU Trade union
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % CA* share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

Evaluation of collective agreements - public service and administration
Employment rate
classification based on regions

% of collective agreements

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	7	1,8	5	1,3	20	5,2	35	9,1	1,6	2,2	40	10,4	1,6	2,2	63	16,3	1,8	3,3	51	13,2	30	7,8	20	5,2	5	1,3
CZ010 Capital Prague					1	2,9	7	20,6	1,7	2,3	7	20,6	1,6	2,1	13	38,2	1,4	2,3	11	32,4	7	20,6	4	11,8	1	2,9
CZ020 Středočeský	1	1,6	1	1,6	1	1,6	7	11,1	1,9	2,1	7	11,1	1,4	1,7	9	14,3	1,7	1,9	10	15,9	7	11,1	3	4,8	1	1,6
CZ031 Jihočeský	1	3,1	1	3,1	4	12,5	3	9,4	1,0	2,0	3	9,4	1,0	2,0	5	15,6	1,3	3,2	4	12,5	1	3,1	2	6,3		
CZ032 Plzeňský					1	4,5	1	4,5			2	9,1			5	22,7	2,5	3,8	3	13,6	2	9,1	2	9,1		
CZ041 Karlovarský					1	7,7																				
CZ042 Ústecký					2	7,4	3	11,1	1,7	3,0	3	11,1	2,3	3,3	5	18,5	2,3	3,8	2	7,4	1	3,7	1	3,7	1	3,7
CZ051 Liberecký					2	13,3	2	13,3			3	20,0	1,7	3,0	5	33,3	1,5	2,0	6	40,0	4	26,7	2	13,3	2	13,3
CZ052 Královéhradecký					1	7,1	1	7,1			2	14,3			5	35,7	1,6	2,4	5	35,7	4	28,6	1	7,1		
CZ053 Pardubický							3	12,0	1,7	2,0	4	16,0	1,5	1,8	3	12,0	2,3	3,5	2	8,0	1	4,0	1	4,0		
CZ061 Vysočina	2	9,1	1	4,5	1	4,5	1	4,5			1	4,5			2	9,1			1	4,5			1	4,5		
CZ062 Jihomoravský	2	4,7	1	2,3	3	7,0	4	9,3	2,5	2,5	5	11,6	2,2	2,2	5	11,6	2,6	6,4	4	9,3	3	7,0				
CZ071 Olomoucký					1	5,0	1	5,0			1	5,0			3	15,0	1,0	4,0	2	10,0			2	10,0		
CZ072 Zlínský					2	6,9	1	3,4			1	3,4			1	3,4										
CZ080 Moravskoslezský	1	3,7	1	3,7			1	3,7			1	3,7			2	7,4			1	3,7			1	3,7		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 AE average earning

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Fund for social and cultural requirements
classification based on regions**

average % of total creation

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	216	85,4	103	40,7	1 753	3,39	1,25	0,91	5,93	0,25	0,31	4,80	24,46	13,13	2,53	13,73	1,03	0,27	5,84	4,33	17,84
CZ010 Capital Prague	27	93,1	17	58,6	3 894	4,55	0,62	0,06	6,24	0,02	0,02	5,98	24,61	6,43	2,86	14,47	2,72	0,19	4,66	0,37	26,18
CZ020 Středočeský	25	75,8	9	27,3	1 239	0,35	5,25		14,57	2,69		4,68	21,34	16,82	5,96	7,27		0,01	2,79	1,47	16,80
CZ031 Jihočeský	17	77,3	7	31,8	663		0,22		8,72		0,11	4,52	30,86	7,54	5,49	11,95	0,73		3,64	1,85	24,37
CZ032 Plzeňský	8	88,9	6	66,7	4 977		2,67	5,03	0,33		0,13	2,16	24,26	31,82	2,08	18,33		0,54	8,40	3,56	0,68
CZ041 Karlovarský	4	66,7	2	33,3																	
CZ042 Ústecký	14	93,3	10	66,7	1 457	1,06	0,03		2,42			3,91	24,50	7,10	0,82	5,75		0,43	5,51	6,36	42,08
CZ051 Liberecký	10	90,9	5	45,5	1 782	1,12	0,06		7,52	0,11	2,47	3,93	18,94	4,58	1,01	41,82		0,84	4,67	0,01	12,93
CZ052 Královéhradecký	4	66,7	2	33,3																	
CZ053 Pardubický	16	84,2	10	52,6	704	21,86	3,27		2,43	1,85	0,92	2,27	23,77	2,77	1,35	20,50		0,09	3,85	1,14	13,93
CZ061 Vysočina	10	76,9	4	30,8	2 825	9,64		6,65			1,77	9,29	17,03	25,12	1,50	7,87		0,09	6,62	0,31	14,11
CZ062 Jihomoravský	27	100,0	9	33,3	650	0,26		17,89				2,05	29,81	19,59	1,79	8,11		0,39	7,94	0,77	11,39
CZ071 Olomoucký	10	83,3	5	41,7	405		1,48	4,20	14,68		0,89	20,76	40,53	6,87	0,84	0,94		0,15	5,88	0,59	2,17
CZ072 Zlínský	23	88,5	7	26,9	729		3,14	0,12	13,17			9,60	36,54	12,57	3,14	2,86	0,39	0,20	7,87	2,49	7,92
CZ080 Moravskoslezský	21	84,0	10	40,0	1 198	0,71	0,14		2,93			1,00	26,63	8,63	2,87	3,01		0,05	7,70	41,76	4,57

Explanatory notes: NCA

number of collective agreements, in which the appropriate indicator has been agreed

% CA

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

aver. %

average percentage of use for this purpose of the overall creation of FSCR

A

contribution for operation costs of cultural, recreational and sporting facilities

J

social assistance and social loans

B

contribution for equipment to improve working environment

K

contribution to contributory pension scheme

C

contribution for physical education and sport equipment

L

contribution to life insurance

D

contributions to sporting and cultural events

M

contribution to trade union organization

E

contribution for the procurement of working clothes, footwear or uniforms

N

gifts (for extraordinary activity, working anniversaries, life anniversaries...)

F

funds for procurement of tangible property used for employee cult. and soc. development

O

other uses

G

loans to cover housing needs (procurement of a housing, procurement of interior equipment)

P

fund balance

H

contribution to corporate catering

I

contribution to recreation (domestic, foreign, children's)

Evaluation of collective agreements - public service and administration (without municipalities and regions)

Care for employees
classification based on regions

average CZK, average % of price of meal, average CZK/month

Region NUTS 3	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance				Contribution to life insurance									
	arranged in CA		amount of contribution					without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
Total	206	81,4	26,14	53,0	10,80	49,1	66	71	28,1	69	27,3	163	215	38	15,0	13	5,1	206	267	11	4,3
CZ010 Capital Prague	25	86,2	30,17	55,0	11,59		5	4	13,8	10	34,5	191	457	8	27,6	3	10,3	200	400	3	10,3
CZ020 Středočeský	25	75,8	17,53		11,45	50,0	13	7	21,2	8	24,2	150	186	5	15,2	1	3,0			1	3,0
CZ031 Jihočeský	20	90,9	27,63	49,1	11,74		7	7	31,8	5	22,7	170	180	3	13,6	3	13,6	150	167	2	9,1
CZ032 Plzeňský	6	66,7	23,69		7,26		3	4	44,4	2	22,2			1	11,1	1	11,1			1	11,1
CZ041 Karlovarský	4	66,7	17,50		7,33		1	2	33,3	4	66,7	173	188	4	66,7	1	16,7			1	16,7
CZ042 Ústecký	14	93,3	24,75	55,0	11,07	50,0	1	4	26,7	7	46,7	183	193	4	26,7	2	13,3			1	6,7
CZ051 Liberecký	9	81,8	33,17		9,98		4	3	27,3	4	36,4	238	263	3	27,3	1	9,1			1	9,1
CZ052 Královéhradecký	5	83,3	40,47		14,15		2			2	33,3			1	16,7						
CZ053 Pardubický	19	100,0	23,00	55,0	9,82		7	9	47,4	3	15,8	167	175	1	5,3						
CZ061 Vysočina	10	76,9	15,00		11,35		2	6	46,2	3	23,1	132	135	3	23,1						
CZ062 Jihomoravský	23	85,2	29,38	55,0	10,11	50,0	7	11	40,7	4	14,8	120	150	2	7,4						
CZ071 Olomoucký	10	83,3	19,50		12,43	44,0	1	4	33,3	4	33,3	200	225								
CZ072 Zlínský	20	76,9	17,00		10,50	50,0	10	8	30,8	6	23,1	125	130	1	3,8						
CZ080 Moravskoslezský	16	64,0	22,69	52,5	9,27		3	2	8,0	7	28,0	108	130	2	8,0	1	4,0			1	4,0

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

CZK

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK

average contribution specified as a percentage of the price of a meal

average contribution in CZK per month

**Evaluation of collective agreements - public service and administration
Obstacles to work
classification based on regions**

in days, % of average earnings, % of collective agreements

Region NUTS 3	Employee's inability to work							Average number of days of leave without compensation of pay above the requirement of the LC																					Activity of guides in children's and youth camps							
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																												
	agreed in CA		compensation amount		agreed in CA		compensation amount	A			B			C			D			E			F			G					H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			NCA	% CA	days	NCA	% CA	days
Total	19	4,9	57,1		4	1,0	73,8	18	4,7	1,6	56	14,5	1,6	36	9,3	1,9	10	2,6	4,3	48	12,4	1,5	17	4,4	3,4	52	13,5	8,3	47	12,2	3,3	81	21,0	23	13,7	
CZ010 Capital Prague	3	8,8	65,0					2	5,9		3	8,8	1,3	5	14,7	1,4	2	5,9		3	8,8	1,3	1	2,9		10	29,4	7,2	7	20,6	5,4	10	29,4	4	16,5	
CZ020 Středočeský	4	6,3	53,8		2	3,2		1	1,6		10	15,9	1,5	3	4,8	2,3	3	4,8	6,7	9	14,3	1,6	2	3,2		8	12,7	8,9	10	15,9	3,7	11	17,5	3	15,3	
CZ031 Jihočeský	2	6,3						1	3,1		3	9,4	2,7	1	3,1		1	3,1		3	9,4	3,0	1	3,1		2	6,3		4	12,5	2,3	6	18,8	1		
CZ032 Plzeňský	3	13,6	55,0		1	4,5		2	9,1		2	9,1		3	13,6	2,3	1	4,5		1	4,5		3	13,6	4,0	4	18,2	12,3	1	4,5		6	27,3	2		
CZ041 Karlovarský	1	7,7									2	15,4		1	7,7					1	7,7					1	7,7		1	7,7						
CZ042 Ústecký								2	7,4		2	7,4		4	14,8	1,3				1	3,7		1	3,7		6	22,2	7,7	2	7,4		3	11,1	3	15,0	
CZ051 Liberecký	1	6,7			1	6,7					4	26,7	1,5	3	20,0	1,7				3	20,0	1,7	1	6,7		5	33,3	7,2	1	6,7		4	26,7	2		
CZ052 Královéhradecký	1	7,1						1	7,1		2	14,3		2	14,3					1	7,1				2	14,3				1	7,1		3	18,0	1	
CZ053 Pardubický	1	4,0						2	8,0		3	12,0	1,3	4	16,0	1,5				3	12,0	1,0				1	4,0		6	24,0	1					
CZ061 Vysočina								1	4,5		2	9,1		2	9,1					1	4,5		1	4,5		2	9,1		1	4,5		2	9,1	1		
CZ062 Jihomoravský								2	4,7		4	9,3	1,8	3	7,0	1,3	2	4,7		6	14,0	1,3	4	9,3	2,5	6	14,0	7,7	5	11,6	4,0	7	16,3	2		
CZ071 Olomoucký	1	5,0						1	5,0					3	15,0	2,7							2	10,0		2	10,0		1	5,0		3	15,0	1		
CZ072 Zlínský	1	3,4									7	24,1	1,7	1	3,4					6	20,7	1,5	1	3,4				6	20,7	1,5	9	31,0				
CZ080 Moravskoslezský	1	3,7						3	11,1	1,0	12	44,4	1,6	1	3,7		1	3,7		10	37,0	1,3				3	11,1	10,7	7	25,9	1,1	13	48,1			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 days average extent of time off (in days)
 A one's own wedding
 B birth of a child to the wife of an employee
 C death of a direct relative
 D escorting a disabled child to a health or social care provider
 E moving house
 F looking for a new job
 G for mothers caring for a child (per year)
 H care for a family member (per year)
 I other obstacles

Evaluation of collective agreements - public service and administration
Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on regions

% of collective agreements

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	237	61,4	11	2,8	68	17,6	348	90,2	189	49,0	2	0,5	2	0,5
CZ010 Capital Prague	23	67,6	1	2,9	7	20,6	33	97,1	16	47,1				
CZ020 Středočeský	39	61,9	1	1,6	7	11,1	54	85,7	24	38,1				
CZ031 Jihočeský	21	65,6			4	12,5	28	87,5	16	50,0	1	3,1		
CZ032 Plzeňský	9	40,9	1	4,5	6	27,3	18	81,8	10	45,5			2	9,1
CZ041 Karlovarský	5	38,5			3	23,1	10	76,9	4	30,8				
CZ042 Ústecký	12	44,4			8	29,6	23	85,2	12	44,4				
CZ051 Liberecký	12	80,0	2	13,3	2	13,3	15	100,0	8	53,3				
CZ052 Královéhradecký	6	42,9	1	7,1	2	14,3	13	92,9	4	28,6				
CZ053 Pardubický	18	72,0			9	36,0	23	92,0	11	44,0				
CZ061 Vysočina	11	50,0			4	18,2	19	86,4	12	54,5				
CZ062 Jihomoravský	30	69,8	1	2,3	6	14,0	39	90,7	16	37,2				
CZ071 Olomoucký	13	65,0	1	5,0	2	10,0	19	95,0	12	60,0				
CZ072 Zlínský	20	69,0			4	13,8	29	100,0	23	79,3	1	3,4		
CZ080 Moravskoslezský	18	66,7	3	11,1	4	14,8	25	92,6	21	77,8				

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file



Table section C

Municipalities and regions

Evaluation of collective agreements - municipalities and regions
Social fund - creation
classification based on trade unions

average %, aver. CZK, in thousands CZK

Trade union	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	124	93,2	65	3,3	4	3 667	39	3,1	12	1 804	66	49,6	58	43,6
State Bodies and Organisations	124	93,2	65	3,3	4	3 667	39	3,1	12	1 804	66	49,6	58	43,6

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year
 AVPRC annual volume of pay related costs
 thous.CZK average amount of the total social fund including the balance per year

Evaluation of collective agreements - municipalities and regions
Social fund - use
classification based on trade unions

Trade union	Structure of planned use of the fund																average %	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Right of co-decision of BO TU for use of the fund	
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	NCA	% CA
Total	0,05	0,14	3,22	0,16	6,12	0,10	2,89	28,88	14,48	0,61	15,78	3,45	0,54	3,72	7,18	12,71	85	63,9
State Bodies and Organisations	0,05	0,14	3,22	0,16	6,12	0,10	2,89	28,88	14,48	0,61	15,78	3,45	0,54	3,72	7,18	12,71	85	63,9

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 aver.% average percentage of use for this purpose of the overall creation of funds
A contribution for equipment to improve working environment
B contribution for physical education and sport equipment
C contributions to sporting and cultural events
D contribution for the procurement of working clothes, footwear or uniforms
E clothing allowance
F contribution to transport to and from work
G loans to cover housing needs (procurement of a housing, procurement of interior equipment)

H contribution to corporate catering
I contribution to recreation (domestic, foreign, children's)
J social assistance and social loans
K contribution to contributory pension scheme
L contribution to life insurance
M contribution to trade union organization
N gifts (for extraordinary activity, working anniversaries, life anniversaries...)
O other uses
P fund balance

**Evaluation of collective agreements - municipalities and regions
Care for employees I
classification based on trade unions**

aver. CZK, aver. % of the price of meal

Trade union	Employer contribution to corporate catering								Provision of supported catering services					
	agreed in CA		amount of contribution				without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work		
			from the budget		from the soc. fund									without distinguishing resources
NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	121	91,0	25,89	46,1	18,46	31,4	42,00	6	26	19,5	14	10,5	14	10,5
State Bodies and Organisations	121	91,0	25,89	46,1	18,46	31,4	42,00	6	26	19,5	14	10,5	14	10,5

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. CZK average contribution in CZK
 aver. % price average contribution specified as a percentage of the price of a meal

**Evaluation of collective agreements - municipalities and regions
Care for employees II
classification based on trade unions**

aver. CZK/month, average % MBA

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision	agreed in CA		amount of contribution			conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA		NCA	% CA	NCA	% CA	min. CZK/month		max. CZK/month
Total	72	54,1	285	374	3,0	54	40,6	24	18,0	354	407	20	15,0
State Bodies and Organisations	72	54,1	285	374	3,0	54	40,6	24	18,0	354	407	20	15,0

Explanatory notes: NCA
% CA
CZK/month
aver. % MBA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
average contribution in CZK per month
average contribution specified as a percentage of the monthly basis of assessment

Evaluation of collective agreements - municipalities and regions
Social fund - creation
classification based on regions

average %, aver. CZK, in thousands CZK

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	124	93,2	65	3,3	4	3 667	39	3,1	12	1 804	66	49,6	58	43,6
CZ010 Capital Prague	4	80,0	2				2		1	2 243	1	20,0	1	20,0
CZ020 Středočeský	28	93,3	14	3,3	2		10	3,2	2	1 244	13	43,3	13	43,3
CZ031 Jihočeský	9	90,0	6	2,3			2		1	565	6	60,0	6	60,0
CZ032 Plzeňský	12	92,3	8	4,3			3	2,4		2 328	6	46,2	5	38,5
CZ041 Karlovarský	7	100,0	3	3,0	1		1		2	758	4	57,1	2	28,6
CZ042 Ústecký	11	91,7	6	4,1			3	2,7	1	1 313	3	25,0	2	16,7
CZ051 Liberecký	4	100,0	4	2,7						698	4	100,0	4	100,0
CZ052 Královéhradecký	8	100,0	5	3,2			2		1	1 822	4	50,0	4	50,0
CZ053 Pardubický	6	100,0	4	2,9			1			1 640	2	33,3	2	33,3
CZ061 Vysočina	9	100,0	4	3,4	1		5	3,0		2 881	8	88,9	7	77,8
CZ062 Jihomoravský	14	87,5	5	3,5			6	3,3	2	3 341	7	43,8	6	37,5
CZ071 Olomoucký	7	87,5	2				2		2	1 833	5	62,5	3	37,5
CZ072 Zlínský	3	100,0	2				1			2 516	2	66,7	2	66,7
CZ080 Moravskoslezský	2	100,0					1				1	50,0	1	50,0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
% CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver.% average percentage of the allotment to the fund
aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year
AVPRC annual volume of pay related costs
thous.CZK average amount of the total social fund including the balance per year

Evaluation of collective agreements - municipalities and regions
Social fund - use
classification based on regions

average %

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0,05	0,14	3,22	0,16	6,12	0,10	2,89	28,88	14,48	0,61	15,78	3,45	0,54	3,72	7,18	12,71	85	63,9
CZ010 Capital Prague			0,18		2,23	0,94	3,34	38,34	14,27	0,98	17,83			5,13	8,92	7,85	2	40,0
CZ020 Středočeský		0,21	3,90	0,17	2,60		9,13	32,77	12,35	1,13	17,14	1,41	1,46	4,39	2,75	10,58	18	60,0
CZ031 Jihočeský			3,00	0,87	2,70		7,07	33,36	5,12	2,93	28,44	6,08	0,41	4,90	1,87	3,26	6	60,0
CZ032 Plzeňský		0,02	2,05		24,18		2,22	31,03	1,68	0,05	8,35	5,26	0,41	2,78	15,30	6,67	8	61,5
CZ041 Karlovarský		0,66	5,27		5,57	2,00		20,80	22,02	0,83	16,54		1,10	4,36	11,60	9,25	7	100,0
CZ042 Ústecký	0,03	0,10	3,07		0,96		0,21	38,63	11,88	1,33	28,17	1,08	0,15	4,59	3,86	5,94	6	50,0
CZ051 Liberecký			7,74		2,87		21,50	25,39	15,26	1,58	2,44		1,50	2,57	9,89	9,27	3	75,0
CZ052 Královéhradecký	0,30		7,36	0,96	0,45		2,62	23,58	4,81	0,52	17,45	8,31	0,55	11,51	5,44	16,15	6	75,0
CZ053 Pardubický		0,47	4,43	0,06	0,97		3,46	35,40	6,26	0,18	4,28	31,76	0,55	2,15	5,08	4,96	4	66,7
CZ061 Vysočina	0,04	0,48	1,21		0,48		0,35	15,64	12,22	0,02	11,61	0,28	0,83	1,25	13,58	42,01	5	55,6
CZ062 Jihomoravský		0,02	2,35		8,84	0,13	0,28	26,72	31,00	0,25	12,59	0,59	0,20	2,62	3,16	11,25	11	68,8
CZ071 Olomoucký	0,27		5,00	0,70	1,94		4,49	30,77	6,51	0,94	31,10		0,08	3,85	8,06	6,30	6	75,0
CZ072 Zlínský	0,04		2,25		0,45		0,20	52,69	0,72	0,95	28,70		0,19	1,30	10,59	1,93	2	66,7
CZ080 Moravskoslezský																	1	50,0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 aver.% average percentage of use for this purpose of the overall creation of funds
 A contribution for equipment to improve working environment
 B contribution for physical education and sport equipment
 C contributions to sporting and cultural events
 D contribution for the procurement of working clothes, footwear or uniforms
 E clothing allowance
 F contribution to transport to and from work
 G loans to cover housing needs (procurement of a housing, procurement of interior equipment)

H contribution to corporate catering
 I contribution to recreation (domestic, foreign, children's)
 J social assistance and social loans
 K contribution to contributory pension scheme
 L contribution to life insurance
 M contribution to trade union organization
 N gifts (for extraordinary activity, working anniversaries, life anniversaries...)
 O other uses
 P fund balance

**Evaluation of collective agreements - municipalities and regions
Care for employees I
classification based on regions**

aver. CZK, aver. % of the price of meal

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	121	91,0	25,89	46,1	18,46	31,4	42,00	6	26	19,5	14	10,5	14	10,5	
CZ010 Capital Prague	5	100,0	47,00			27,67			1						
CZ020 Středočeský	26	86,7	28,45	43,4	18,48	26,6	70,00		4	13,3	3	10,0	2	6,7	
CZ031 Jihočeský	10	100,0	22,44	40,0	16,00	18,0			3	30,0					
CZ032 Plzeňský	12	92,3	19,75	45,0	19,43	40,0		3	1	7,7	1	7,7	1	7,7	
CZ041 Karlovarský	7	100,0	25,00	55,0	15,49	23,7	30,00				1	14,3	1	14,3	
CZ042 Ústecký	12	100,0	20,61		16,80		40,00	1	4	33,3	2	16,7	2	16,7	
CZ051 Liberecký	4	100,0	25,75	50,0	13,67										
CZ052 Královéhradecký	8	100,0	26,88		14,13				3	37,5	2	25,0	2	25,0	
CZ053 Pardubický	6	100,0	22,67	40,0	18,33	30,0			2	33,3	1	16,7	2	33,3	
CZ061 Vysočina	7	77,8	24,25		15,67		28,00		3	33,3	2	22,2	2	22,2	
CZ062 Jihomoravský	15	93,8	24,75	41,8	22,57	50,0		1	4	25,0	1	6,3	1	6,3	
CZ071 Olomoucký	6	75,0	31,63	55,0	23,40				1	12,5	1	12,5	1	12,5	
CZ072 Zlínský	2	66,7													
CZ080 Moravskoslezský	1	50,0							1	50,0					

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. CZK average contribution in CZK
 aver. % price average contribution specified as a percentage of the price of a meal

Evaluation of collective agreements - municipalities and regions
Care for employees II
classification based on regions

aver. CZK/month, average % MBA

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	72	54,1	285	374	3,0	54	40,6	24	18,0	354	407	20	15,0
CZ010 Capital Prague	1	20,0											
CZ020 Středočeský	17	56,7	194	374		12	40,0	3	10,0	200	400	3	10,0
CZ031 Jihočeský	4	40,0	275	275		3	30,0	2	20,0			1	10,0
CZ032 Plzeňský	7	53,8	250	250		5	38,5	3	23,1	267	267	2	15,4
CZ041 Karlovarský	3	42,9	200	450		3	42,9	1	14,3			1	14,3
CZ042 Ústecký	9	75,0	260	386		8	66,7	1	8,3			1	8,3
CZ051 Liberecký	2	50,0				2	50,0						
CZ052 Královéhradecký	6	75,0	375	450		5	62,5	5	62,5	333	400	4	50,0
CZ053 Pardubický	4	66,7	392	417		4	66,7	2	33,3			2	33,3
CZ061 Vysočina	5	55,6	317	400		3	33,3	3	33,3	375	433	2	22,2
CZ062 Jihomoravský	7	43,8	425	450	3,0	4	25,0	3	18,8	500	500	3	18,8
CZ071 Olomoucký	4	50,0	208	363		3	37,5	1	12,5			1	12,5
CZ072 Zlínský	3	100,0	267	333		2	66,7						
CZ080 Moravskoslezský													

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK per month

average contribution specified as a percentage of the monthly basis of assessment